

Annual Report

Town of Tewksbury Massachusetts



2015

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In Memoriam 2015

PERSON'S NAME	POSITION HELD
<i>George Abodeely</i>	<i>Assistant Principal</i>
<i>Jason Andrews</i>	<i>Teacher</i>
<i>Arlene Breault</i>	<i>Teacher</i>
<i>Ethel Chace</i>	<i>Teacher</i>
<i>Robert Dogherty</i>	<i>Firefighter</i>
<i>Beverly Erlandson</i>	<i>School Secretary</i>
<i>Edward Farley</i>	<i>Assistant Superintendent</i>
<i>George Greenman</i>	<i>Custodian</i>
<i>Sharlene Locker</i>	<i>Teacher</i>
<i>Martha Quinn</i>	<i>Teacher</i>
<i>Kimberly Sheehan</i>	<i>Cafeteria Staff</i>
<i>Michael Sheehan</i>	<i>Patrolman</i>
<i>Antonio Terenzi</i>	<i>Principal</i>

GENERAL GOVERNMENT

*Biograph
Annual and Special Elections*

*Town Officers
Town Meeting Warrants*

*Town Committees
Elections*

Biograph

1. **Town:**
Tewksbury, Massachusetts
Incorporated in 1734
2. **County:**
Middlesex, ss.
3. **Location:**
At the junction of two new superhighways in northeastern Massachusetts, U.S. Interstate 495 and U.S. Interstate 93. The Town is bordered on the north by the Merrimack River, northeast by the Town of Andover, southeast by the Town of Wilmington, southwest by the Town of Billerica and borders on the City of Lowell on the west. It is 21 miles from Boston, 50 miles from Worcester, 30 miles from Salisbury Beach, and 230 miles from New York City.
4. **Population:**
2000 - 30,315
2005 - 30,730
2006 - 30,762
2007 - 32,382
2008 - 32,774
2009 - 33,067
2010 - 28,961 Federal Census
2011 - 30,309
2012 - 30,077
2013 - 29,367
2014 - 30,613
2015 - 29,855
5. **Land Areas:**
20.70 square miles
10,789.5 acres
6. **Density:**
Person per square mile:
2000 - 1,464
2006 - 1,486
2007 - 1,564
2008 - 1,583
2009 - 1,597
2010 - 1570
2011 - 1464
2012 - 1453
2013 - 1419
2014 - 1479
2015 - 1442
7. **Climate:**
Mean annual precipitation - 43.40 inches.
Mean Temperature - January - 26.6 degrees
July - 73.7 degrees.
8. **Elevation:**
Highest Point: Ames Hill, 363 feet;
North section: 200 feet;
West section: 150 feet;
Center: 120 feet;
South section: 150 feet
(above mean sea level)
9. **Topography:**
Fairly level terrain, with elevations varying from 100 feet to 200 feet above sea level. Soil is a mixture of sandy soil in southern section. Wet and moist and of good texture along the central and northern sections.
10. **Established:**
Inhabitants separated from Billerica in 1733.
First Town Meeting held January 14, 1734.
Duly incorporated December 23, 1734.
11. **Form of Government:**
Open Town Meeting
Five Member Elected Board of Selectmen
Appointed Town Manager

Elected Officers

Board of Selectmen

David H. Gay	2018
Todd R. Johnson (Chair)	2016
Mark Kratman (Clerk)	2018
Bruce Panilaitis (Vice-Chair)	2017
James D. Wentworth	2016

School Committee

James A. Cutelis (Clerk)	2018
Brian H. Dick	2017
Dennis G. Francis (Vice-Chair)	2018
Jayne E. Miller	2016
Kristen M. Polimeno (Chair)	2016
Lisa J. Puccia	Resigned

Planning Board

Keith Anderson (Clerk)	2020
Robert A. Fowler	2018
Vincent S. Fratalia	2019
Stephen G. Johnson, Jr. (Chair)	2016
Nancy L. Reed (Vice-Chair)	2017

Moderator

Jerome E. Selissen	2017
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Library Trustees

Lorraine H. Carriere	2017
Joseph C. Frank (Chair)	2016
Robert Homeyer	Resigned
Paige Ferry Impink (Vice-Chair)	2018
Patrick J. Joyce	2017
Patricia A. Pino	2018
Eugene F. Walsh (Clerk)	2016

Board of Health

Raymond Barry (Chair)	2018
Kathleen M. Brothers	2018
Phillip L. French	2016
Christine Kinnon (Clerk)	2016
Charles J. Roux (Vice-Chair)	2017

Housing Authority

John W. Deputat (Vice-Chair)	2018
Marc A. DiFruscia	2016
Louise A. Gearty (Chair)	2019
Linda A. Ricardo-Brabant	2020
Robert F. Demers (State Appointee)	2016

School Committee/Regional Technical

Lisa J. Puccia	2018
Patricia M.W. Meuse	2016

Appointive Officers

Animal Control Officers	Timothy Sullivan (Resigned) Christine Gualtieri Maureen Ray
Asst. Treasurer/Collector	Janice Metivier
Board of Health Director	Lou-Ann Clement
Building Commissioner	Ed Johnson
Chief Assessor	Joanne Foley
Computer Services	Jami Bent
Council on Aging Director	Ashley Stuart
Director of Community Dev.	Steven Sadwick
Emergency Management	Richard Montuori
Finance Director	Karen Shree Kucala
Fire Chief	Michael Hazel
Library Director	Diane Giarrusso
Planner/Conservation Agent	Kyle Boyd
Police Chief	Timothy Sheehan
Superintendent of Public Works	Brian Gilbert
Superintendent of Schools	John E. O'Connor
Town Clerk	Denise Graffeo
Sr. Town Counsel	Charles Zaroulis
Town Counsel	Kevin Feeley
Town Historian	Warren R. Carey
Town Manager	Richard Montuori
Treasurer/Collector	Kelly Odams
Veterans Agent	Lisa Downey

Appointed Boards-Committees-Commissions

Board of Registrars

Denise Graffeo, Town Clerk
Edward Creamer
Frank Teague
Ruth Teague

Board of Assessors

Barbara A. Flanagan
Joanne P. Foley
Susan E. Moore

Community Preservation Committee

Tom Churchill
Stephen Deackoff
John W. Deputat
Richard Montuori
Christina Nawn
Nancy Reed
James D. Wentworth

Computer Study Committee

David Aznavoorian
Nathan Legvold
Paul Salvato
Scott D. Wilson
Keith Young

Conservation Commission

Stephen Deackoff
Anthony Ippolito
Carolina V. Linder
Jonathan Parker
Dennis Sheehan

Council on Aging

Joanne Aldrich
Joel Deputat
Virginia Desmond
Marie Durgan
Peg Keefe
Rose McKenna
Paul McNaught
Lorene Patch
Patty Sasso
Joan Unger
Kathleen Walsh
Arlene Wright

Bicycle and Pedestrian Advisory Committee

Ann Buskey
Sandra Campo
Peter L. Miller III
Brian J. Rutuccia
Scott D. Wilson

Economic Development Committee

Leonard A. Adjety
Timothy H. Barnes
Tom Branchaud
Joseph M. Carriere
Marko Duffy
Stephen G. Johnson Jr.
Diane M. LeBoeuf
Patricia A. Lelos
Brian Linder
Paul J. McDermott
Michael Monahan
Bruce Panilaitis
David J. Plunkett
Laurence F. Sanford

Economic Development Process Review Committee

Leonard A. Adjety
Susan Amato
Timothy H. Barnes
Joseph M. Carriere
Joseph C. Giaimo
Todd Johnson
David Plunkett

Finance Committee

David Aznavoorian
Thomas L. Cooke
Ronald A. Hall
Robert A. Kocsmiersky
Raymond Lisiecki
Paul J. McDermott
Laurence F. Sanford
Damin Sutherby

Green Committee

Thomas L. Cooke
Brian H. Dick
James J. Duffy
Vincent S. Fratalia
Steven Fugarazzo
Todd R. Johnson
Jayne E. Miller
Loretta Ryan

Green Committee Alternate Member

Lisa Puccia

Historic Commission

Warren Carey
Thomas Churchill
Robert A. Hunter
Michael J. Hurton
M. Eileen McDonagh
Patricia Stratis
William Wyatt

Local Housing Partnership

Laura Caplan
Stephen Deackoff
Melissa Maniscalco
Greg Peters
Nancy Reed
Ronald G. Roy
Edward J. Starr
James D. Wentworth
Raymond White
Scott D. Wilson

Mass. Cultural Council - (Arts Lottery Council)

Judith Dziadosz
Marie I. Luciano
Michael J. Martin
Heidi Morgans
Christian Panasuk
Jacqueline Stone
Patricia Stratis

Public Events and Celebrations Committee

Julie Bonvita
Susan Boucher
Lynn M. DeCost
Denise L. Frost
David H. Gay
Cheryl A. Gay
Moiria J. Gray
Erin Kniff
Elaine G. Krauss
Mary Kate Little
Mary Jo Melloini
Teresa M. Nugent

Recycling Committee

Sandra Barbeau
Jae Gray
Pamela Meroski
Loretta Ryan
Toby L. Sedgwick
Greg Tuers
Donald Martell, Jr. (Appointed 12/15/16)

School Facilities Study Committee

Arthy S. Bennett
Karla A. Branchaud
Michael J. Cahill
Stephen J. DeFrancesco
Shannon M. Demos
Barbara A. Lawton
Krissy Polimeno
Brenda M. Theriault-Regan
Anne Marie Stronach
Ex Officio
Dr. John O'Connor

Tewksbury Beautification Committee

Tracy Clement
Daniel Elliman
Francesca Frazier
Nancy J. Gentile
Paige Ferry Impink
Mark Kratman
Douglas W. Sears
Jacqueline Stone
Sandra Wilson
Scott D. Wilson

Town Center Master Plan Committee

Robert J. Bodoni
Brian K. Charron
Jonathan T. Ciampa
Stephen G. Johnson Jr.
Bruce Panilaitis
Jacqueline Stone
Scott D. Wilson

Trust Fund Commission

Kelly L. Odams
Janice A. Metivier

Zoning Board of Appeals

Dianne P. Bortalamia
Jamie M. Doherty
Robert Dugan
Leonard G. Dunn
Gerald Kutcher

Federal and State Government

PRESIDENT

Barack Obama (D)
The White House
Washington, DC 20500
Public Opinion "Hot-Line" (202) 456-1111

U.S. SENATOR

Elizabeth Warren (D)
Boston Address:
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Salem Office
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Massachusetts State House
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STATE SENATOR

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Second Essex & Middlesex District
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Fax: (617) 722-1058
Barbara.L'Italien@masenate.gov

ATTORNEY GENERAL

Maura Healey
One Ashburton Place
Boston, MA 02108
Phone: (617) 727-2200

STATE REPRESENTATIVE

James R. Miceli (D) Wilmington
Nineteenth Middlesex District
Precincts: 1-1A-2-2A-4-4A

<u>State House</u>	<u>District Office</u>
Room 237	11 Webber St.
Boston, MA 02133	Wilmington, MA 01887
(617) 722-2305	(617) 978-4887
James.Miceli@mahouse.gov	

James J. Lyons, jr. (R) Andover
Eighteenth Essex District
Precincts 3-3A

<u>State House</u>	<u>District Office</u>
Room 443	12 High Vale Ln.
Boston, MA 02133	Andover, MA 01810
(617) 722-2460	Fax: (617) 626-0246
James.Lyons@mahouse.gov	

Annual Town Election

April 11, 2015

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the Senior Center for Precincts 1 and 1A; at the Recreation Center for Precincts 2 and 2A; at the Lowell Assembly of God for Precincts 3 and 3A; and at the Library for Precincts 4 and 4A, the following business was transacted. Registered on the ballot boxes in the eight Precincts showed 0000, and check lists were in order. Polls opened at 8:00 AM and closed at 8:00 PM. There were 946 ballots cast.

Precinct 1 Eleanor Beattie, Warden
 Precinct 1A Karla Branchaud, Warden
 Precinct 2 Katherine Maher, Warden
 Precinct 2A Loretta Ryan, Warden
 Precinct 3 Judith Colman, Warden
 Precinct 3A Mary Pilcher, Warden
 Precinct 4 John Coviello, Warden
 Precinct 4A Teresa Perrotta, Warden

BOARD OF SELECTMEN

(Vote for 2)

Precinct	1	1A	2	2A	3	3A	4	4A	Total
Blanks	57	91	55	50	58	65	56	62	494
David H. Gay	72	108	80	66	80	90	100	110	706
Mark S. Kratman	67	107	87	60	76	83	91	100	671
Write-ins	4	4	2	2	2	4	1	2	21
TOTAL	200	310	224	178	216	242	248	274	1,892

SCHOOL COMMITTEE

(Vote for 2)

Precinct	1	1A	2	2A	3	3A	4	4A	Total
Blanks	59	92	68	57	52	70	57	65	520
James A. Cutelis	71	102	75	58	79	83	88	101	657
Dennis G. Francis	67	113	80	60	84	87	103	106	700
Write-ins	3	3	1	3	1	2	0	2	15
TOTAL	200	310	224	178	216	242	248	274	1,892

PLANNING BOARD

(Vote for 1)

Precinct	1	1A	2	2A	3	3A	4	4A	Total
Blanks	1	4	5	5	0	3	5	6	29
Keith E. Anderson	78	128	80	53	70	85	99	96	689
George Ferdinand	21	21	27	31	37	32	20	35	224
Write-ins	0	2	0	0	1	1	0	0	4
TOTAL	100	155	112	89	108	121	124	137	946

BOARD OF HEALTH

(Vote for 2)

Precinct	1	1A	2	2A	3	3A	4	4A	Total
Blanks	55	88	69	45	48	68	53	55	481
Raymond M. Barry	68	101	66	56	81	87	94	105	658
Kathleen M. Brothers	77	119	88	76	84	87	101	112	744
Write-ins	0	2	1	1	3	0	0	2	9
TOTAL	200	310	224	178	216	242	248	274	1,892

LIBRARY TRUSTEES

(Vote for 2)

Precinct	1	1A	2	2A	3	3A	4	4A	Total
Blanks	70	79	67	50	50	73	57	64	510
Paige Ferry Impink	66	114	79	62	82	86	98	109	696
Patricia A. Pino	63	116	78	64	82	83	92	101	679
Write-ins	1	1	0	2	2	0	1	0	7
TOTAL	200	310	224	178	216	242	248	274	1,892

LIBRARY TRUSTEES 2 YEAR UNEXPIRED TERM

(Vote for 1)

Precinct	1	1A	2	2A	3	3A	4	4A	Total
Blanks	24	34	30	20	20	35	22	30	215
Lorraine H. Carriere	76	118	81	68	87	86	101	107	724
Write-ins	0	3	1	1	1	0	1	0	7
TOTAL	100	155	112	89	108	121	124	137	946

SHAWSHEEN REGIONAL TECHNICAL SCHOOL COMMITTEE

(Vote for 1)

Precinct	1	1A	2	2A	3	3A	4	4A	Total
Blanks	36	35	27	25	23	35	20	33	234
Lisa J. Puccia	59	116	84	64	84	84	102	103	696
Write-ins	5	4	1	0	1	2	2	1	16
TOTAL	100	155	112	89	108	121	124	137	946

HOUSING AUTHORITY

(Vote for 1)

Precinct	1	1A	2	2A	3	3A	4	4A	Total
Blanks	28	31	25	20	19	35	23	24	205
Linda A. Ricardo-Brabant	72	122	86	68	88	86	101	112	735
Write-ins	0	2	1	1	1	0	0	1	6
TOTAL	100	155	112	89	108	121	124	137	946

# Eligible Voters	20,073
Total Votes Cast	946
Percent	4.7%

Annual Town Meeting

May 4 & 6, 2015

Tewksbury Memorial High School
320 Pleasant Street
2015 Annual Town Meeting
May 4 & 6, 2015

Moderator Jerome E. Selissen called to order the May 4, 2015 Annual Town Meeting at 8:00 PM given that a quorum of voters was present and a properly served and returned warrant was in possession. Mr. Selissen welcomed attendees, who have come to participate in the governing of our Town.

The Moderator designated the visitors section and reminded the voters to display their voting ribbons. He also reminded those who have cell phones to turn them off or to put them on vibrate.

The VFW Post # 8164 Honor Guard presented our Colors.

Chris Zdinak and Kevin Cross from Boy Scout Troop #49 led the Assembly in The Pledge of Allegiance.

To honor our nation and our flag, TMHS student Maeve Moynihan, sang our National Anthem.

The Moderator invited Pastor Jonathan Goodell of the Tewksbury Congregational Church to offer the invocation.

Moderator Selissen called for a Moment of Silence for residents who gave years of service to our community that have passed away in the past year and who are listed on page 4 of the Annual Town Report.

Todd Johnson, Chairman of the Board of Selectmen, made the following announcement:

- The Annual Post Office Food Drive will be held on Saturday, May 9, 2015. All items collected will benefit the 250 families that the Tewksbury Food Pantry supports monthly. Residents who wish to contribute should leave non-perishable food items by their mailbox on Saturday. For more information, those interested may visit the Food Pantry's website at www.tewksburypantry.org

Moderator Selissen announced that the Tewksbury Country Club Memorial Day 5K Fun Run, is scheduled for May 25, 2015. Proceeds will go towards the 911 Memorial Committee & Strongwater Farm.

On Monday May 4, 2015, there were 211 voters and 24 visitors in attendance.

Moderator Selissen noted the following Scrivener's Errors relative to Articles 7 & 17 in the Warrant and there were no objections:

Article 10 Under Capital Expenditures FY16 Recommended 235,300 should read 235,000 and Net Deficit/Surplus after Capital should read 330,081 instead of 329,781.

Article 18 Delete the following words on the second line after Town Manager "from Water Enterprise Fund Retained Earnings".

Article 21 Within the Motion and the Executive Summary the amount should be \$13,100,000 instead of 13,100,100.

Article 44 Section 8630 instead of VMOD it should read VROD

The Moderator introduced the Chairman of the Finance Committee, David Aznavoorian. Mr. Aznavoorian will make the first motion on every article unless the Finance Committee is deferring to another board.

Mr. Aznavoorian motioned to Waive the Reading of the Warrant Articles and this motion was Adopted Unanimously.

8:14 PM 5/4/15

The Moderator called for a five minute recess

9:44 PM

5/4/15

Moderator Selissen announced that he will step aside for discussion on Article 29, due to a conflict of interest. Board of Selectmen Chair, Todd Johnson presided over Article 29 pursuant to MGL Chapter 39, Sec. 14.

Finance Committee Chairman, David Aznavoorian, motioned to Adjourn the Monday session of the 2015 Annual Town Meeting to Wednesday May 6, 2015 at 8:00 PM and this motion was Adopted.

10:53 PM

5/4/15

Moderator Selissen re-opened the 2015 Annual Town Meeting on Wednesday, May 6, 2015 at 8:00 PM

On Wednesday, May 6, 2015 there were 91 voters and 11 visitors in attendance.

Finance Committee Chairman, David Aznavoorian, motioned to Adjourn the 2015 Annual Town Meeting Sine Die, and this motion was Adopted.

8:31 PM

5/6/15

APPROPRIATION CERTIFICATE – ANNUAL TOWN MEETING – MAY 4 & 6, 2015

Chief Assessor, Finance Director, Treasurer, Collector, Town Manager, Board of Selectmen, and Finance Committee: Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify to the funds appropriated at the Annual Town Meeting, convened by proper Warrant, on May 4, 2015.

ARTICLE		RAISE & APPROPRIATE	TRANSFER FROM OTHER AVAILABLE FUNDS	CPA APPROP.	CPA RESERVE	ENTERPRISE FUNDS	WATER ENTER RETAINED	SEWER ENTER RETAINED	BORROW	MEMO
4	GENERAL FUND BUDGET	95,407,336.00								
5	COLLECTIVE BARGAINING PATROLMEN	101,754.00								
6	COLLECTIVE BARGAINING SUPERIORS	46,412.00								
8	COLLECTIVE BARGAINING AFSCME	80,738.00								
9	SEWER ENTERPRISE FUND					5,937,648.00				
10	WATER ENTERPRISE FUND					6,110,505.00				
11	TOWN ONE TIME ITEMS		117,500.00							
12	POLICE ONE TIME ITEMS		50,811.00							
13	TREE STUMPS		140,000.00							
14	FIRE ONE TIME ITEMS		339,741.00							
15	OUT OF DISTRICT TUITION		725,000.00							
16	SCHOOL ONE TIME ITEMS		255,723.00							
17	VOTING BOOTH REALLOCATION									15,296.25
18	WATER ITEMS					235,000.00				
19	WATER SYSTEM REALLOCATION									27,253.00
20	WATER SYSTEM IMPROVEMENTS						400,000.00			
21	WATER TREATMENT PLANT								13,100,000.00	
22	ANDOVER ST SEWER UPGRADE							120,000.00		
23	SENIOR/VET TAX WORK OFF		25,000.00							
27	CPA ADMIN COSTS			47,072.06						
29	MARSHALL HOMESTEAD				31,500.00					
30	RAIL TRAIL TITLE CONSULTANT				45,000.00					
31	WAGE SCALE	90,659.00								
	TOTALS	95,726,899.00	1,653,775.00	47,072.06	76,500.00	12,283,153.00	400,000.00	120,000.00	13,100,000.00	42,549.25

Raise & Appropriate	\$95,726,899.00	
Transfers	\$1,653,775.00	
CPA Appropriation	\$47,072.06	
CPA Reserve	\$76,500.00	
Enterprise Funds	\$12,283,153.00	
Total Water Enterprise Retained	\$400,000.00	
Total Sewer Enterprise Retained	\$120,000.00	
Borrow	\$13,100,000.00	
Memo		\$42,549.25

ATTEST:

DENISE GRAFFEO
TOWN CLERK

SECTION 1

ARTICLE 1

To choose all necessary Town Officers, by ballot, Two (2) members of the Board of Selectmen for three years; Two (2) members of the School Committee for three years; One (1) member of the Planning Board for five years; Two (2) members of the Board of Health for three years; Two (2) members of the Board of Library Trustees for three years; One (1) member of the Board of Library Trustees to fill a two-year unexpired term; One (1) member of the Housing Authority for five years; and One (1) member of the Shawsheen Valley Regional Technical High School Committee for three years.

Accomplished at the April 11, 2015 Annual Town Election

SECTION 2

ARTICLE 2	Elected Official Salaries	
ARTICLE 3	Consent Calendar	
ARTICLE 4	Budget Related	Budget
ARTICLE 5	Budget Related	Funding for Collective Bargaining Agreement between the Town and the Tewksbury Massachusetts Police Patrolman's Association (NEPBA)
ARTICLE 6	Budget Related	Funding for Collective Bargaining Agreement between the Town and the Tewksbury Police Department Superior Officers
ARTICLE 7	Budget Related	Funding for Collective Bargaining Agreement the Town and the International Association of Firefighters (AFL-CIO, Tewksbury Firefighters Local 1647
ARTICLE 8	Budget Related	Funding for Collective Bargaining Agreement between the Town and Local 833, the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME)
ARTICLE 9	Budget Related	Sewer Enterprise Fund Budget
ARTICLE 10	Budget Related	Water Enterprise Fund Budget
ARTICLE 11	Budget Related	Stabilization Fund Transfer One Time Expenditures: Town
ARTICLE 12	Budget Related	Stabilization Fund Transfer One Time Expenditures: Police
ARTICLE 13	Budget Related	Stabilization Fund Transfer One Time Expenditures: D.P.W.
ARTICLE 14	Budget Related	Stabilization Fund Transfer One Time Expenditures: Fire
ARTICLE 15	Budget Related	Stabilization Fund Transfer Out of District Tuition
ARTICLE 16	Budget Related	Stabilization Fund Transfer One Time Expenditures: School
ARTICLE 17	Budget Related	Reallocation of Funds for Voting Tabulators
ARTICLE 18	Budget Related	Water System Improvements
ARTICLE 19	Budget Related	Design Water Distribution Project
ARTICLE 20	Budget Related	Water Distribution Improvements
ARTICLE 21	Budget Related	Renovation and Upgrade of the Town's Water Treatment Plant
ARTICLE 22	Budget Related	Design Andover Street Force Main Upgrade
ARTICLE 23	Budget Related	Tax Relief Programs
ARTICLE 24	Budget Related	Establish a Board of Health Self-Sufficient Revolving Fund
ARTICLE 25	Budget Related	Establish an Energy Self-Sufficient Revolving Fund
ARTICLE 26	Budget Related	Establish a Self-Sufficient Tax Title Collection Revolving Fund
ARTICLE 27	Budget Related	Community Preservation Fund
ARTICLE 28	Budget Related	Affordable Housing Allocation Plan
ARTICLE 29	Budget Related	Preservation Restriction on the Marshall Homestead
ARTICLE 30	Budget Related	Fund a Consultant for the Tewksbury Rail Trails Bicycle/Walking Trail Feasibility Study
ARTICLE 31	Personnel By-law Amendment	Amend Personal By-law which governs Non-union Employees

SECTION 2

ARTICLE 2

To see if the Town will vote to fix the salaries of several elected officials for the Fiscal Year 2016.

	FY15	FY16
	<u>Budgeted</u>	<u>Requested</u>
<u>BOARD OF HEALTH</u>		
Chairman	405	405
Members (4)	315	315
<u>MODERATOR</u>	450	450
<u>PLANNING BOARD</u>		
Chairman	1080	1080
Members (4)	765	765
<u>SCHOOL COMMITTEE</u>		
Chairman	2700	2700
Members (4)	2250	2250
<u>SELECTMEN</u>		
Chairman	5400	5400
Members (4)	4500	4500

Motion: The Finance Committee motioned to Adopt Article 2

Vote: Article 2 was Adopted Unanimously 8:15 PM 5/4/15

Executive Summary: The purpose of the article is to fix the salaries of certain elected Town officials.

ARTICLE 3

The Moderator will call out the number of the Articles, one by one. If a voter objects to any particular Article being included in the Consent Calendar, he/she should say the word "HOLD" when the number is called. The Article is then removed from the Consent Calendar and restored to its original numbered place in the warrant, to be acted upon, debated and voted in the usual manner. After calling of the individual items in the Consent Calendar, the Moderator shall ask that the voters pass all the remaining items as a unit.

ARTICLE 3-32 Accept the Annual Report
ARTICLE 3-33 Lease/Purchase Agreement
ARTICLE 3-34 Authorize Chapter 90 Funds
ARTICLE 3-35 Re-Authorize Revolving Funds

Motion: The Finance Committee motioned for Adoption of Consent Calendar Articles 3-32, 3-33, 3-34, and 3-35

Vote: Consent Calendar Articles were Adopted Unanimously 8:16 PM 5/4/15

ARTICLE 3-32

To hear and act upon reports of the various Town Officers; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned for Adoption of Article 3-32

Vote: Article 3-32 was Adopted Unanimously 8:16 PM 5/4/15

Executive Summary: The purpose of the article is to accept the report of various Town Officers; which are in the 2014 Town Report located on the Town's Website.

ARTICLE 3-33

To see if the Town will vote to authorize the Town Manager to enter into Lease/Purchase Agreements up to five (5) years to purchase equipment for Town Departments. Said contracts shall be subject to annual appropriations; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned for Adoption of Article 3-33

Vote: Article 3-33 was Adopted Unanimously 8:16 PM 5/4/15

Executive Summary: This article is acted on annually and allows the Town Manager to lease/purchase equipment for various Town Departments subject to an annual appropriation.

ARTICLE 3-34

To see if the Town will vote: (1) to appropriate a sum of money to survey, design and undertake repairs to roads and bridges under the provisions of Chapter 90 of the Massachusetts General Laws, and to obtain any material and/or services incidental thereto; (2) to authorize the Board of Selectmen to acquire easements in conjunction therewith by the purchase, gift, lease, eminent domain, or otherwise; (3) in furtherance of the project(s) to authorize the Board of Selectmen to apply for, accept and expend any federal, state and/or private grants without further appropriation thereof; and (4) to determine whether said appropriation shall be raised by transfer from available funds or by borrowing; or take any other action relative thereto.

Town Manager

Motion: The Finance Committee motioned for Adoption of Article 3-34

Vote: Article 3-34 was Adopted Unanimously 8:16 PM 5/4/15

Executive Summary: Each year the state indicates the amount it will allot to cities and towns for roadwork under Chapter 90. This article authorizes the Town to spend these funds.

ARTICLE 3-35

To see if the Town will vote to re-authorize under the provisions of Chapter 44 Section 53E1/2 of the Massachusetts General Laws, the following self-sufficient revolving funds as noted below. The funds shall be credited with all amounts received relating to the activities listed below. Expenditures of the funds shall be authorized by the person(s) noted below or their designee. The total amount which may be expended from the funds in any given fiscal year shall be limited to the individual amounts listed below; or take any action relative thereto.

TOWN OF TEWKSBURY REVOLVING FUNDS

NAME	DEPARTMENT	PURPOSE	AUTHORIZATION	EXPENDITURE
Council on Aging	Council on Aging	Trips, Activities, Educations, Programs and Maintaining the Senior Center facility and Operations	Town Manager	\$50,000
Parks and Recreation	Parks and Recreation	Summer Program/Activities	Town Manager	\$200,000
Emergency 72 Hour Go Kits	Board of Health	Purchase and Sell "Emergency 72 Hour Go Kits" to Tewksbury Residents	Health Director and Town Manager	\$10,000
Traffic Signage	Dept. of Public Works	Purchase, Manufacture and Installation of Street and Traffic Signage, including Pavement Markings	Town Manager	\$10,000
GIS	Community Development	Operate a Geographical Information System	Town Manager	\$25,000
Stormwater	Dept. of Public Works	Maintain Stormwater	Town Manager	\$50,000
Records Preservation	Town Clerk	Preservation and Safe Keeping of Historic Records	Town Clerk	\$20,000
Solid Waste, Recycling and Household Hazardous Waste	Town Manager	Solid Waste, Recycling and Household Hazardous Waste Operations and Programs	Town Manager	\$200,000
Hydrant Markers	Town Manager	Reimbursement of damaged markers and donations to install markers	Town Manager	\$20,000

Town Manager

Motion: The Finance Committee motioned for Adoption of Article 3-35

Vote: Article 3-35 was Adopted Unanimously

8:16 PM

5/4/15

Executive Summary: This article reauthorizes the Town to continue self-sufficient revolving fund accounts for the items listed above in the Town of Tewksbury. This article is always in the Annual Town Meeting as separate articles and was combined for simplicity.

ARTICLE 4

To see what sums the Town will raise and appropriate, transfer or otherwise provide, for its necessary and expedient purposes as designated hereafter, and to direct that these funds be expended only for such purposes under the direction of the respective boards, committees and officers for the fiscal year which begins July 1, 2015; or take any action relative thereto.

General Fund Budget Classification	FY2014 EXPENDED	FY2015 BUDGETED	FY2016 DEPT REQ	FY2016 TM REC	BUDGET INC/DEC
General Government					
Moderator					
<i>Salaries</i>	450	450	450	450	-
<i>Operating</i>	20	75	75	75	-
<i>Capital Outlay</i>	-	-	-	-	-
Total Moderator Budget	470	525	525	525	-
Selectmen					
<i>Salaries</i>	27,012	26,567	26,567	26,567	-
<i>Operating</i>	108,675	121,140	123,239	123,239	2,099
<i>Capital Outlay</i>	-	-	-	-	-
Total Selectmen Budget	135,686	147,707	149,806	149,806	2,099
Town Manager					
<i>Salaries</i>	281,748	289,227	289,227	289,227	-
Water Enterprise Fund Allocation	(7,548)	(7,699)	(7,891)	(7,891)	(192)
Sewer Enterprise Fund Allocation	(7,548)	(7,699)	(7,891)	(7,891)	(192)
<i>Total Salaries Net of Allocations</i>	266,652	273,829	273,445	273,445	(384)
<i>Operating</i>	3,724	4,800	4,520	4,520	(280)
<i>Capital Outlay</i>	-	-	-	-	-
Total Town Manager Budget	285,472	294,027	293,747	293,747	(280)
Total Town Manager Budget Net Allocations	270,376	278,629	277,965	277,965	(664)
Finance Committee					
<i>Salaries</i>	2,215	2,515	2,515	2,515	-
<i>Operating</i>	333	679	679	679	-
<i>Capital Outlay</i>	-	-	-	-	-
<i>Reserve Fund</i>	-	75,000	75,000	75,000	-
Total Finance Committee Budget	2,548	78,194	78,194	78,194	-
Town Counsel					
<i>Operating</i>	153,387	150,000	150,000	150,000	-
Total Operating	153,387	150,000	150,000	150,000	-
Administrative Services					
<i>Salaries</i>	53,244	61,651	64,811	64,811	3,160
Water Enterprise Fund Allocation	(746)	(858)	(880)	(880)	(22)
Sewer Enterprise Fund Allocation	(746)	(858)	(880)	(880)	(22)
<i>Total Salaries Net of Allocations</i>	51,752	59,935	63,051	63,051	3,116
<i>Operating</i>	17,481	16,575	15,055	15,055	(1,520)
Water Enterprise Fund Allocation	(201)	(201)	(226)	(226)	(25)
Sewer Enterprise Fund Allocation	(201)	(201)	(226)	(226)	(25)
<i>Total Operating Net of Allocations</i>	17,079	16,173	14,603	14,603	(1,570)
<i>Capital Outlay</i>	-	-	-	-	-
Total Administrative Services Budget	70,724	78,226	79,866	79,866	1,640
Total Administrative Services Budget Net Allocations	68,830	76,108	77,654	77,654	1,546
Town Clerk					
<i>Salaries</i>	187,884	201,128	215,402	215,402	14,274
<i>Operating</i>	14,095	15,005	15,005	15,005	-
<i>Capital Outlay</i>	-	-	-	-	-
Total Town Clerk Budget	201,979	216,133	230,407	230,407	14,274

General Fund Budget Classification	FY2014 EXPENDED	FY2015 BUDGETED	FY2016 DEPT REQ	FY2016 TM REC	BUDGET INC/DEC
Election					
<i>Salaries</i>	11,763	14,700	26,820	15,220	520
<i>Operating</i>	5,820	6,150	8,650	8,650	2,500
<i>Capital Outlay</i>	-	-	-	-	-
Total Election Budget	17,583	20,850	35,470	23,870	3,020
Board of Registrars					
<i>Salaries</i>	2,850	2,850	2,850	2,850	-
<i>Operating</i>	644	700	700	700	-
<i>Capital Outlay</i>	-	-	-	-	-
Total Board of Registrars Budget	3,494	3,550	3,550	3,550	-
Computer Services					
<i>Salaries</i>	97,567	84,059	84,059	84,059	-
Water Enterprise Fund Allocation	(1,275)	(1,275)	(1,292)	(1,292)	(17)
Sewer Enterprise Fund Allocation	(1,275)	(1,275)	(1,292)	(1,292)	(17)
<i>Total Salaries Net of Allocations</i>	95,017	81,509	81,475	81,475	(34)
<i>Operating</i>	92,514	73,008	69,197	69,197	(3,811)
<i>Capital Outlay</i>	5,898	8,000	8,000	8,000	-
Total Computer Services Budget	195,979	165,067	161,256	161,256	(3,811)
Total Computer Services Budget Net Allocations	193,429	162,517	158,672	158,672	(3,845)
Total General Government	1,067,324	1,154,279	1,182,822	1,171,222	16,942
Total General Government Net Allocations	1,047,784	1,134,213	1,162,244	1,150,644	16,430
Finance Department					
Accounting					
<i>Salaries</i>	208,876	213,631	210,767	210,767	(2,863)
Water Enterprise Fund Allocation	(5,143)	(5,246)	(5,329)	(5,329)	(83)
<i>Sewer Enterprise Fund Allocation</i>	(5,143)	(5,246)	(5,329)	(5,329)	(83)
<i>Total Salaries Net of Allocations</i>	198,590	203,139	200,109	200,109	(3,029)
<i>Operating</i>	178,610	172,787	173,324	173,324	537
Water Enterprise Fund Allocation	(4,259)	(4,345)	(4,333)	(4,333)	12
Sewer Enterprise Fund Allocation	(4,259)	(4,345)	(4,333)	(4,333)	12
<i>Total Operating Net of Allocations</i>	170,092	164,097	164,658	164,658	561
<i>Capital Outlay</i>	-	-	-	-	-
Total Accounting Budget	387,486	386,418	384,091	384,091	(2,326)
Total Accounting Budget	368,682	367,236	364,767	364,767	(2,468)
Assessor					
<i>Salaries</i>	209,410	200,812	205,789	204,012	3,199
<i>Operating</i>	45,630	64,475	43,600	43,600	(20,875)
<i>Capital Outlay</i>	-	-	-	-	-
Total Assessor Budget	255,040	265,287	249,389	247,612	(17,676)
Treasurer/Collector					
<i>Salaries</i>	312,529	339,071	336,377	336,377	(2,694)
Water Enterprise Fund Allocation	(18,798)	(22,504)	(23,216)	(23,216)	(712)
Sewer Enterprise Fund Allocation	(18,798)	(22,504)	(23,216)	(23,216)	(712)
<i>Total Salaries Net of Allocations</i>	274,933	294,063	289,945	289,945	(4,118)
<i>Operating</i>	137,202	161,514	164,934	164,934	3,420
Water Enterprise Fund Allocation	(10,023)	(16,151)	(16,493)	(16,493)	(342)
Sewer Enterprise Fund Allocation	(10,023)	(16,151)	(16,493)	(16,493)	(342)
<i>Total Operating Net of Allocations</i>	117,156	129,212	131,948	131,948	2,736
<i>Capital Outlay</i>	-	-	-	-	-
Total Treasurer/Collector Budget	449,731	500,585	501,311	501,311	726
Total Treasurer/Collector Budget Net Allocations	392,089	423,275	421,893	421,893	(1,382)
Total Finance Department	1,092,257	1,152,290	1,134,791	1,133,014	(19,276)
Total Finance Department Net Allocations	1,015,811	1,055,798	1,036,049	1,034,272	(21,526)

General Fund Budget Classification	FY2014 EXPENDED	FY2015 BUDGETED	FY2016 DEPT REQ	FY2016 TM REC	BUDGET INC/DEC
Community Services					
Cable Television					
<i>Salaries</i>	2,259	2,160	2,160	2,160	-
<i>Operating</i>	330	969	969	969	-
<i>Capital Outlay</i>	-	-	-	-	-
Total Cable Television Budget	2,589	3,129	3,129	3,129	-
Veteran's Services					
<i>Salaries</i>	52,504	50,602	46,635	46,635	(3,967)
<i>Operating</i>	350,137	345,943	345,943	345,943	-
<i>Capital Outlay</i>	-	-	-	-	-
Total Veteran's Budget	402,641	396,545	392,578	392,578	(3,967)
Community Events					
<i>Operating</i>	11,692	11,000	11,000	11,000	-
<i>Capital Outlay</i>	-	-	-	-	-
Total Community Events Budget	11,692	11,000	11,000	11,000	-
Parks and Recreation					
<i>Salaries</i>	88,395	95,590	101,674	101,674	6,085
<i>Operating</i>	36,456	39,786	40,709	41,409	1,623.00
<i>Capital Outlay</i>	-	-	-	-	-
Total Parks and Recreation Budget	124,851	135,376	142,383	143,083	7,708
Total Community Services	541,773	546,049	549,090	549,790	3,741
Council on Aging					
<i>Salaries</i>	164,252	152,985	167,695	16,695	14,710
<i>Operating</i>	84,892	71,830	85,210	85,210	13,380
<i>Capital Outlay</i>	-	-	-	-	-
Total Council on Aging Budget	249,144	224,815	252,905	252,905	28,090
Facilities					
Town Hall					
<i>Salaries</i>	42,892	43,731	44,571	44,571	840
<i>Operating</i>	60,376	51,550	51,550	51,550	-
<i>Capital Outlay</i>	-	-	-	-	-
Total Town Hall Budget	103,268	95,281	96,121	96,121	840
Auxiliary Buildings					
<i>Operating</i>	38,982	32,400	32,400	32,400	-
<i>Capital Outlay</i>	-	-	-	-	-
Total Auxiliary Buildings Budget	38,982	32,400	32,400	32,400	-
Cemeteries					
<i>Operating</i>	3,000	3,000	3,000	3,000	-
<i>Capital Outlay</i>	-	-	-	-	-
Total Cemeteries Budget	3,000	3,000	3,000	3,000	-
Total Facilities	145,250	130,681	131,521	131,521	840
Library					
<i>Salaries</i>	686,121	705,789	750,455	750,455	44,666
<i>Operating</i>	253,273	255,871	262,329	271,411	15,540
<i>Capital Outlay</i>	-	-	25,000	-	-
Total Library Budget	939,394	961,660	1,037,784	1,021,866	60,206
Planning and Development					
Planning (Community Development)					
<i>Salaries</i>	230,623	241,361	239,106	239,106	(2,255)
<i>Operating</i>	24,285	24,785	27,040	27,040	2,255
<i>Capital Outlay</i>	-	-	-	-	-
Total Community Development Budget	254,908	266,146	266,146	266,146	-

General Fund Budget Classification	FY2014 EXPENDED	FY2015 BUDGETED	FY2016 DEPT REQ	FY2016 TM REC	BUDGET INC/DEC
Building Department					
<i>Salaries</i>	242,021	249,246	250,632	250,632	1,386
Water Enterprise Fund Allocation	(1,617)	(1,624)	-	-	1,624
Sewer Enterprise Fund Allocation	(3,772)	(3,789)	-	-	3,789
<i>Total Salaries Net of Allocations</i>	<i>236,632</i>	<i>243,833</i>	<i>250,632</i>	<i>250,632</i>	<i>6,799</i>
<i>Operating</i>	<i>5,010</i>	<i>5,710</i>	<i>5,930</i>	<i>5,930</i>	<i>220</i>
<i>Capital Outlay</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
Total Building Department Budget	247,032	254,956	256,562	256,562	1,606
Total Building Department Budget Net Allocations	241,643	249,543	256,562	256,562	7,019
Board of Health					
<i>Salaries</i>	223,886	228,855	222,474	226,862	(1,993)
Operating	10,375	8,225	8,225	8,225	-
Capital Outlay	-	-	-	-	-
Total Board of Health Budget	234,260	237,080	230,699	235,087	(1,993)
Total Planning and Development	736,200	758,182	753,407	757,795	(387)
Total Planning and Development Net Allocations	730,811	752,769	753,407	757,795	5,026
Public Safety					
Police					
<i>Salaries</i>	5,411,801	5,678,939	5,788,667	5,778,481	99,542
<i>Operating</i>	433,522	390,176	469,314	443,614	53,438
<i>Capital Outlay</i>	163,325	172,849	204,411	179,300	6,451
Total Police Budget	6,008,648	6,241,964	6,462,392	6,401,395	159,431
Fire					
<i>Salaries</i>	4,486,492	4,393,789	4,409,972	4,321,330	(72,459)
<i>Operating</i>	279,785	256,961	299,879	267,068	10,107
<i>Capital Outlay</i>	12,000	-	-	-	-
Total Fire Budget	4,778,277	4,650,750	4,709,851	4,588,398	(62,352)
Emergency Management					
<i>Salaries</i>	2,705	4,637	4,637	4,637	-
<i>Operating</i>	31,356	29,290	29,290	29,290	-
<i>Capital Outlay</i>	-	-	-	-	-
Total Emergency Mgt. Budget	34,061	33,927	33,927	33,927	-
Parking Clerk					
<i>Salaries</i>	4,000	4,000	4,000	4,000	-
<i>Operating</i>	522	1,200	1,200	1,200	-
<i>Capital Outlay</i>	-	-	-	-	-
Total Parking Clerk Budget	4,522	5,200	5,200	5,200	-
Total Public Safety Budget	10,825,508	10,931,842	11,211,370	11,028,921	97,079
School Departments					
Tewksbury					
<i>Salaries</i>	26,058,592	28,453,422	28,268,098	28,268,098	(185,324)
<i>Operating</i>	10,845,938	12,538,335	11,928,860	11,928,860	(609,475)
<i>Capital Outlay</i>	20,000	20,000	-	-	(20,000)
Total School Operating Budget	36,924,530	41,011,757	40,196,958	40,196,958	(814,799)
Offsets	(2,011,837)	(2,029,557)	-	-	2,029,557
Net School Operating Budget	34,912,693	38,982,200	40,196,958	40,196,958	1,214,758
Fixed Costs					
<i>Health</i>	7,584,041	7,983,616	8,409,180	8,409,180	425,564
<i>Retirement</i>	961,625	1,021,723	1,102,138	1,102,138	80,415
<i>Medicare</i>	384,261	383,469	383,469	383,469	-
<i>Unemployment</i>	13,439	50,000	50,000	50,000	-
<i>Insurance</i>	151,650	156,736	156,736	156,736	-
<i>Principal</i>	11,945	11,910	10,955	10,955	(955)

General Fund Budget Classification	FY2014 EXPENDED	FY2015 BUDGETED	FY2016 DEPT REQ	FY2016 TM REC	BUDGET INC/DEC
Long Term Interest	1,464	1,105	522	522	(583)
Short Term Interest	-	-	-	-	-
Total Fixed Costs	9,108,425	9,608,559	10,113,000	10,113,000	504,441
Town Tewksbury School Budget	44,021,118	48,590,759	50,309,958	50,309,958	1,719,199
Exempt School Debt Principal	2,005,850	1,997,035	2,132,625	2,132,625	135,590
Exempt School Exempt Interest	1,081,936	1,036,064	1,084,474	1,084,474	48,409
Shawsheen Regional Vocational School	5,970,959	5,838,185	5,671,070	5,671,070	(167,115)
Essex North Shore Agricultural and Tech. School District	-	154,107	160,271	160,271	6,164
Total School Departments	53,079,863	57,616,151	59,358,398	59,358,398	1,742,247
Department of Public Works					
DPW Administration					
<i>Salaries</i>	286,039	313,115	314,279	307,530	(5,585)
Water Enterprise Fund Allocation	(68,356)	(70,081)	(71,845)	(71,845)	(1,764)
Sewer Enterprise Fund Allocation	(68,356)	(70,081)	(71,845)	(71,845)	(1,764)
<i>Total Salaries Net of Allocations</i>	149,327	172,953	170,589	163,840	(9,113)
<i>Operating</i>	125,164	118,230	124,870	124,870	6,640
Water Enterprise Fund Allocation	(29,558)	(29,558)	(31,218)	(31,218)	(1,660)
Sewer Enterprise Fund Allocation	(29,558)	(29,558)	(31,218)	(31,218)	(1,660)
<i>Total Operating Net of Allocations</i>	66,048	59,114	62,434	62,434	3,320
<i>Capital Outlay</i>	-	-	-	-	-
Total DPW Administration Budget	411,203	431,345	439,149	432,400	1,055
Total DPW Administration Budget Net Allocations	215,375	232,067	233,023	226,274	(5,793)
DPW Engineering					
<i>Salaries</i>	167,673	200,965	358,128	358,128	157,163
Water Enterprise Fund Allocation	(74,793)	(53,637)	(123,643)	(123,643)	(70,006)
Sewer Enterprise Fund Allocation	(54,792)	(53,109)	(117,349)	(117,349)	(64,240)
<i>Total Salaries Net of Allocations</i>	38,088	94,219	117,136	117,136	22,917
<i>Operating</i>	7,723	8,850	18,165	18,165	9,315
Water Enterprise Fund Allocation	(3,253)	(3,253)	(7,629)	(7,629)	(4,376)
Sewer Enterprise Fund Allocation	(2,633)	(2,633)	(6,176)	(6,176)	(3,543)
<i>Total Operating Net of Allocations</i>	1,837	2,964	4,360	4,360	1,396
<i>Capital Outlay</i>	-	-	-	-	-
Total DPW Engineering Budget	175,396	209,815	376,293	376,293	166,478
Total DPW Engineering Budget Net Allocations	39,925	97,183	121,496	121,496	24,313
DPW Highway					
<i>Salaries</i>	420,854	541,581	556,608	547,038	5,458
<i>Operating</i>	186,630	173,000	195,500	195,500	22,500
<i>Capital Outlay</i>	-	-	-	-	-
Total DPW Highway Budget	607,484	714,581	752,108	742,538	27,958
DPW Forestry					
<i>Salaries</i>	-	-	-	-	-
<i>Operating</i>	71,209	61,450	62,400	62,400	950
<i>Capital Outlay</i>	-	-	-	-	-
Total DPW Forestry Budget	71,209	61,450	62,400	62,400	950
DPW Fleet Maintenance					
<i>Salaries</i>	204,151	237,617	244,647	244,647	7,030
Water Enterprise Fund Allocation	(32,874)	(31,796)	(33,200)	(33,200)	(1,404)
Sewer Enterprise Fund Allocation	(32,874)	(31,796)	(33,200)	(33,200)	(1,404)
<i>Total Salaries Net of Allocations</i>	138,403	174,025	178,247	178,247	4,222
<i>Operating</i>	428,883	433,103	433,103	433,103	-
Water Enterprise Fund Allocation	(35,120)	(37,051)	(37,051)	(37,051)	-
Sewer Enterprise Fund Allocation	(35,120)	(37,051)	(37,051)	(37,051)	-

General Fund Budget Classification	FY2014 EXPENDED	FY2015 BUDGETED	FY2016 DEPT REQ	FY2016 TM REC	BUDGET INC/DEC
<i>Total Operating Net of Allocations</i>	358,643	359,001	359,001	359,001	-
<i>Capital Outlay</i>	-	-	-	-	-
Water Enterprise Fund Allocation	-	-	-	-	-
Sewer Enterprise Fund Allocation	-	-	-	-	-
<i>Total Capital Outlay Net of Allocations</i>	-	-	-	-	-
Total DPW Fleet Maint, Budget	633,034	670,720	677,750	677,750	7,030
Total DPW Fleet Maint, Budget Net Allocations	497,046	533,026	537,248	537,248	4,222
DPW Electrician					
<i>Salaries</i>	-	-	-	-	-
<i>Operating</i>	-	-	-	-	-
<i>Capital Outlay</i>	-	-	-	-	-
Total DPW Electrician Budget	-	-	-	-	-
DPW Snow and Ice					
<i>Salaries</i>	137,571	95,000	95,000	95,000	-
<i>Operating</i>	724,898	161,000	161,000	161,000	-
<i>Capital Outlay</i>	-	-	-	-	-
Total DPW Snow and Ice Budget	862,470	256,000	256,000	256,000	-
Street Lighting					
<i>Operating</i>	160,838	160,000	160,000	160,000	-
Total Street Lighting Budget	160,838	160,000	160,000	160,000	-
Solid Waste					
<i>Operating</i>	2,315,152	2,376,153	2,402,747	2,402,747	26,593
Total Solid Waste Budget	2,315,152	2,376,153	2,402,747	2,402,747	26,593
Total DPW Budget	5,236,785	4,880,064	5,126,447	5,110,128	230,065
Total DPW Budget Net Allocations	4,769,498	4,430,459	4,525,022	4,508,703	78,244
Unclassified					
Non-Exempt Principal Maturing Debt	115,495	105,615	84,975	84,975	(20,640)
Non Exempt Interest-Maturing Debt	15,534	12,102	8,990	8,990	(3,112)
Interest-Temporary Loans	-	1,000	1,000	1,000	-
Exempt Principal Maturing Debt	2,292,643	2,718,005	2,960,043	2,960,043	242,037
Exempt Interest-Maturing Debt	1,961,386	1,886,463	1,814,978	1,814,978	(71,484)
<i>Middlesex Retirement Assmt.</i>	4,974,958	5,282,287	5,484,198	5,484,198	201,911
Water Enterprise Fund Allocation	(318,543)	(330,375)	(315,432)	(315,432)	14,943
Sewer Enterprise Fund Allocation	(107,492)	(111,894)	(78,201)	(78,201)	33,693
<i>Total Retirement</i>	4,548,923	4,840,018	5,090,565	5,090,565	250,547
Occupational Injury Reserve	140,795	125,000	125,000	125,000	-
Unemployment Compensation	635	10,000	15,000	15,000	5,000
<i>Group Insurance</i>	4,056,641	4,825,363	5,047,348	5,047,348	221,985
Water Allocation	(233,962)	(247,265)	(267,315)	(267,315)	(20,050)
Sewer Allocation	(66,958)	(80,289)	(66,115)	(66,115)	14,174
<i>Total Group Insurance</i>	3,755,721	4,497,809	4,713,918	4,713,918	216,109
<i>Medicare Tax</i>	209,544	193,800	199,800	199,800	6,000
Water Enterprise Fund Allocation	(9,790)	(10,246)	(15,514)	(15,514)	(5,268)
Sewer Enterprise Fund Allocation	(3,322)	(4,070)	(4,924)	(4,924)	(854)
<i>Total Medicare Tax</i>	196,432	179,484	179,362	179,362	(122)
Fire and Liability Insurance	263,696	355,565	364,967	364,967	9,402
Total Unclassified Budget	14,031,327	15,515,201	16,106,299	16,106,299	591,098
Total Unclassified Budget Net Allocations	13,291,260	14,731,062	15,358,798	15,358,798	627,736
Total Budget Before Transfers, Allocations and Offsets	89,956,660	95,900,770	96,844,834	96,621,858	721,088
Total Budget Before Transfers Net Allocations/Offsets	86,636,094	92,515,499	95,376,588	95,153,612	2,638,113

General Fund Budget Classification	FY2014 EXPENDED	FY2015 BUDGETED	FY2016 DEPT REQ	FY2016 TM REC	BUDGET INC/DEC
Transfers					
To the Sewer Enterprise Fund	268,721	263,794	253,724	253,724	(10,070)
To the Water Enterprise Fund		-	-	-	-
Special Revenue		-	-	-	-
Town Trust Funds		-	-	-	-
Total Transfers	268,721	263,794	253,724	253,724	(10,070)
					-
ATM General Fund Budget	86,904,816	92,779,293	95,630,312	95,407,336	2,628,043

Town Manager

Motion: The Finance Committee motioned to Adopt Article 4 as recommended by the Town Manager

Vote: Article 4 was Adopted Unanimously 8:22PM 5/4/15

Executive Summary: The purpose of this Article is to fund various department budgets for Fiscal Year 2016.

ARTICLE 5

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of money needed to fund and implement the Collective Bargaining Agreement between the Town and the Tewksbury Massachusetts Police Patrolman's Association (NEPBA) beginning July 1, 2015; or take any other action relative thereto.

Town Manager

Motion: Town Manager, Richard Montuori motioned to Amend Article 5
The Finance Committee recommended Adoption as Amended; Raise and Appropriate \$101,754

Vote: The Amendment was Adopted 8:24PM 5/4/15
Article 5 was Adopted as Amended Unanimously 8:24 PM 5/4/15

AMENDMENT: To see if the Town will vote to raise and appropriate **\$101,754** ~~or transfer from available funds the sum of money~~ needed to fund and implement the Collective Bargaining Agreement between the Town and the Tewksbury Massachusetts Police Patrolman's Association (NEPBA) beginning July 1, 2015; or take any other action relative thereto.

ARTICLE 5 AS AMENDED: To see if the Town will vote to raise and appropriate \$101,754 needed to fund and implement the Collective Bargaining Agreement between the Town and the Tewksbury Massachusetts Police Patrolman's Association (NEPBA) beginning July 1, 2015; or take any other action relative thereto.

Executive Summary: The intent of this article is to appropriate or transfer funds for a new labor agreement with the Tewksbury Massachusetts Police Patrolman's Association (NEPBA) and implement the labor agreement and distribute funds in Fiscal Year 2016. (A funding source and amount will be included in the Town Meeting motion.)

ARTICLE 6

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of money needed to fund and implement the Collective Bargaining Agreement between the Town and the Tewksbury Police Department Superior Officers beginning July 1, 2015; or take any other action relative thereto.

Town Manager

Motion: Town Manager, Richard Montuori motioned to Amend Article 6
The Finance Committee recommended Adoption as Amended; Raise and Appropriate \$46,412

Vote: The Amendment was Adopted 8:25PM 5/4/15
Article 6 was Adopted as Amended Unanimously 8:25 PM 5/4/15

AMENDMENT: To see if the Town will vote to raise and appropriate \$46,412 ~~or transfer from available funds the sum of money~~ needed to fund and implement the Collective Bargaining Agreement between the Town and the Tewksbury Police Department Superior Officers beginning July 1, 2015; or take any other action relative thereto.

ARTICLE 6 AS AMENDED: To see if the Town will vote to raise and appropriate \$46,412 needed to fund and implement the Collective Bargaining Agreement between the Town and the Tewksbury Police Department Superior Officers beginning July 1, 2015; or take any other action relative thereto.

Executive Summary: The intent of this article is to appropriate or transfer funds for a new labor agreement with the Tewksbury Police Department Superior Officers and implement the labor agreement and distribute funds in Fiscal Year 2016. (A funding source and amount will be included in the Town Meeting motion.)

ARTICLE 7

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of money needed to fund and implement the Collective Bargaining Agreement between the Town and the International Association of Firefighters AFL-CIO, Tewksbury Firefighters Local 1647 beginning July 1, 2015; or take any other action relative thereto.

Town Manager

Motion: Town Manager, Richard Montuori motioned to Withdraw Article 7

Vote: Article 7 was Withdrawn Unanimously 8:26 PM 5/4/15

Executive Summary: The intent of this article is to appropriate funds for a new labor agreement with the International Association of Firefighters AFL-CIO, Tewksbury Firefighters Local 1647 and implement the labor agreement and distribute funds in Fiscal Year 2016. (A funding source and amount will be included in the Town Meeting motion.)

ARTICLE 8

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of money needed to fund and implement the Collective Bargaining Agreement between the Town and Local 833, the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) beginning July 1, 2015; or take any other action relative thereto.

Town Manager

Motion: Town Manager, Richard Montuori motioned to Amend Article 8
The Finance Committee recommended Adoption as Amended; Raise and Appropriate \$80,738

Vote: The Amendment was Adopted 8:28PM 5/4/15
Article 8 was Adopted as Amended Unanimously 8:28 PM 5/4/15

AMENDMENT: To see if the Town will vote to raise and appropriate \$80,738 ~~or transfer from available funds the sum of money~~ needed to fund and implement the Collective Bargaining Agreement between the Town and Local 833, the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) beginning July 1, 2015; or take any other action relative thereto.

ARTICLE 8 AS AMENDED: To see if the Town will vote to raise and appropriate \$80,738 needed to fund and implement the Collective Bargaining Agreement between the Town and Local 833, the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) beginning July 1, 2015; or take any other action relative thereto.

Executive Summary: The intent of this article is to appropriate or transfer funds for a new labor agreement with Local 833, the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) and

implement the labor agreement and distribute funds in Fiscal Year 2016. (A funding source and amount will be included in the Town Meeting motion.)

ARTICLE 9

To see if the Town will vote to raise and appropriate \$5,937,648 to be expended by the Town Manager to operate the sewer enterprise fund; or take any other action relative thereto.

TOWN OF TEWKSBURY SEWER ENTERPRISE FUND			
FISCAL YEAR 2016 PROPOSED BUDGET			
<u>Direct Expenses</u>	<u>FY14 Expended</u>	<u>FY15 Approved</u>	<u>FY16 Recommended</u>
Salaries	297,697	322,549	296,393
Expenses	325,025	330,050	332,356
Capital Outlay	-	-	-
Lowell Sewer	1,402,426	1,330,000	1,541,202
Reserve Fund	-	60,000	60,000
Debt	<u>3,684,682</u>	<u>3,016,318</u>	<u>3,201,958</u>
Subtotal	5,709,830	5,058,917	5,431,909
<u>Indirect Expenses</u>			
Town Manager	7,548	7,699	7,891
Accounting	9,402	9,590	9,662
Computer Services	1,275	1,286	1,292
Treasurer/Collector	28,821	38,656	39,709
Administrative Services	947	1,060	1,106
Building Dept.	3,772	3,789	-
Dept. of Public Works	223,333	224,228	296,839
Group Insurance	66,958	80,289	66,115
Retirement	107,493	111,894	78,201
Medicare	3,322	4,070	4,924
Subtotal	452,871	482,561	505,739
Total	6,162,701	5,541,478	5,937,648
<u>Projected Sewer Revenue</u>	<u>FY14 Collected</u>	<u>FY15 Projected</u>	<u>FY16 Projected</u>
User Fees	5,432,752	4,707,856	5,170,693
New Connections	-	56,552	59,932
All Sewer Liens/Interest/Fees	753,126	500,000	500,000
Connection Fees	513,961	172,800	-
All Other	57,370	7,000	7,000
Prior Year Surplus	-	-	-
Transfer From General Fund	<u>268,721</u>	<u>263,794</u>	<u>253,724</u>
Total	7,025,929	5,708,002	5,991,349
<i>Operating Deficit/Surplus</i>	863,229	166,524	53,701
<u>Capital Expenditures</u>	-	-	-
<i>Net Deficit/Surplus After Capital</i>	863,229	166,524	53,701

Town Manager

Motion: The Finance Committee motioned for Adoption of Article 9; Raise and Appropriate \$5,937,648

Vote: Article 9 was Adopted Unanimously 8:32 PM 5/4/15

Executive Summary: The purpose of this article is to fund the Sewer Enterprise Fund for Fiscal Year 2016.

ARTICLE 10

To see if the Town will vote to raise and appropriate \$6,110,505 to be expended by the Town Manager to operate the water enterprise fund; or take any action relative thereto.

TOWN OF TEWKSBURY WATER ENTERPRISE FUND			
FISCAL YEAR 2016 PROPOSED BUDGET			
<u>Direct Expenses</u>	<u>FY14 Expended</u>	<u>FY15 Approved</u>	<u>FY16 Recommended</u>
Salaries	1,256,918	1,386,747	1,319,292
Expenses	1,426,002	1,395,808	1,451,264
Capital Outlay	-	-	-
Reserve Fund	-	25,000	25,000
Debt	2,038,187	2,591,297	2,352,442
Subtotal	4,721,108	5,398,852	5,147,997
<u>Indirect Expenses</u>			
Town Manager	7,548	7,699	7,891.00
Accounting	9,402	9,590	9,662.00
Computer Services	1,275	1,286	1,292.00
Treasurer/Collector	28,821	38,656	39,709.00
Administrative Services	947	1,060	1,106.00
Building Dept.	1,617	1,624	-
Dept. of Public Works	243,954	225,376	304,586.00
Group Insurance	233,962	247,265	267,315.00
Retirement	318,543	330,375	315,432.00
Medicare	9,790	10,246	15,514.00
Subtotal	855,859	873,177	962,507
Total	5,576,967	6,272,029	6,110,504
<u>Projected Sewer Revenue</u>	<u>FY14 Collected</u>	<u>FY15 Projected</u>	<u>FY16 Projected</u>
User Fees	6,385,607	5,766,432	6,010,586
Water Liens	810,898	650,000	650,000
Other	232,505	15,000	15,000
Total	7,429,011	6,431,432	6,675,586
<i>Operating Deficit/Surplus</i>	<i>1,852,044</i>	<i>159,403</i>	<i>565,081</i>
<u>Capital Expenditures</u>	315,000	-	235,000
<i>Net Deficit/Surplus After Capital</i>	<i>1,537,044</i>	<i>159,403</i>	<i>330,081</i>

Town Manager

The Moderator noted a Scrivener's error on page 18 of the Warrant. Under Capital Expenditures FY16 Recommended 235,300 should read 235,000 and Net Deficit/Surplus after Capital should read 330,081 instead of 329,781 - and there were no objections.

Motion: The Finance Committee motioned for Adoption of Article 10; Raise and Appropriate \$6,110,505

Vote: Article 10 was Adopted Unanimously 8:34 PM 5/4/15

Executive Summary: The purpose of this article is to fund the Water Enterprise Fund for Fiscal Year 2016.

ARTICLE 11

To see if the Town will vote to transfer from the Stabilization Fund the sum of \$117,500 to be expended by the Town Manager for the following purposes; or take any action relative thereto.

Library Carpets	25,000
Senior Center Roof Repair	2,500
Former Police Station Demolition and Site Work	50,000
Town Hall Furniture and Equipment	25,000
Phone System	15,000
Total	\$117,500

Town Manager

Motion: The Finance Committee motioned to Adopt; transfer \$117,500 from the Stabilization Fund
Jay Kelley motioned for Indefinite Postponement
Arno Barteveyan motioned to Amend the Article
Selectman, Bruce Panilaitis stood in opposition to the Amendment and supported Adoption of Article 11 as written

Point of Order: Warren Carey rose to a Point of Order suggesting that the Assembly should vote on the Amendment prior to voting on the motion for Indefinite Postponement.
Moderator Selissen ruled against Mr. Carey's Point of Order.

Vote:	The motion for Indefinite Postponement Failed	8:47 PM	5/4/15
	The Amendment Failed	8:48 PM	5/4/15
	Article 11 was Adopted 146 Yes/ 15 No (2/3 required=107)	8:52 PM	5/4/15

AMENDMENT: Amend Article 11 to vote for the Senior Center roof repair only

Executive Summary: This article allows the Town to utilize funds from the Stabilization Fund to fund the above, and purchase furniture and equipment for the newly renovated Town Hall and new phone equipment for Town offices.

ARTICLE 12

To see if the Town will vote to transfer from the Stabilization Fund the sum of \$50,811 to be expended by the Town Manager for the following purposes; or take any action relative thereto.

Defensive Tactics Training Equipment-NUMB JOHN XT Training Platform	4,661
5 Power Heart G3 Defibrillators with Cases	8,605
2 Portable Breath Test Devices	1,638
8 Patrol Rifles	10,207
Police Promotional Assessment Center	25,700
Total	\$50,811

Town Manager

Motion: The Finance Committee motioned to Adopt; transfer \$50,811 from the Stabilization Fund

Vote:	Article 12 was Adopted Unanimously 151 Yes/ 0 No (2/3 required)	8:57 PM	5/4/15
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Executive Summary: This article allows the Town to utilize funds from the Stabilization Fund for the above expenditures.

ARTICLE 13

To see if the Town will vote to transfer from the Stabilization Fund the sum \$140,000 to be expended by the Town Manager for all costs related to the removal of trees and stumps; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt; transfer \$140,000 from the Stabilization Fund

Vote: Article 13 was Adopted Unanimously 110 Yes/ 0 No (2/3 required) 8:57 PM 5/4/15

Executive Summary: DPW will utilize the funds to remove hazardous public trees identified during a survey of the Town that pose a public safety issue. Funds will remove trees and stumps and pay for other expenses related to removing trees.

ARTICLE 14

To see if the Town will vote to transfer from the Stabilization Fund the sum of \$339,741 to be expended by the Town Manager for the following purposes; or take any action relative thereto.

Ambulance Upgrade	145,000
Protective Turnout Gear, Uniforms, Dress Uniforms for New Employees	110,000
New Utility Vehicle with Plow	41,000
Chain Saws for Engines and Ladder Truck	7,905
Interior and Exterior South Station Repairs	8,000
New Fire Hose	27,836

Total \$339,741

Town Manager

Motion: The Finance Committee motioned to Adopt; transfer \$339,741 from the Stabilization Fund

Vote: Article 14 was Adopted Unanimously 103 Yes/ 0 No (2/3 required) 9:09 PM 5/4/15

Executive Summary: Funds will be used to upgrade medical equipment and the 2009 Ford E-450 Horton Ambulance by replacing the chassis and retaining the rear body or replacing the entire ambulance; replace aged structural firefighting gear and personal protective equipment which should be replaced every ten years; purchase uniforms for new employees; replace existing utility vehicle utilized for brush fires, plowing, towing, equipment transfers, select details, and emergency responses, purchase new chainsaws where the newest chainsaw was purchased in 2003 and is no longer in production; interior and exterior repairs of the South Fire Station; and replace failed or aged fire hose.

ARTICLE 15

To see if the Town will vote to transfer from the Stabilization Fund the sum of \$725,000 for Special Education Out of District Tuition to be expended by the School Committee with approval of the Finance Committee and Town Manager; or take any action relative thereto.

School Committee

Town Manager

Motion: The Finance Committee motioned to Adopt; transfer \$725,000 from the Stabilization Fund

Warren Carey motioned to Amend the Article, citing MGL, Chap. 71 Sec. 34

John O'Connor, Supt. of Schools supported Adoption of Article 15

Richard Montuori, Town Manager supported Adoption of Article 15 as written

Jay Kelley motioned to Move the Question

Vote:	The motion to Move the Question Passed Unanimously	9:26 PM	5/4/15
	The Amendment Failed 41 Yes/ 114 No	9:34 PM	5/4/15
	Article 15 was Adopted Unanimously 153 Yes/ 0 No (2/3 required)	9:36 PM	5/4/15

AMENDMENT: After the words “sum of \$725,000” in the first line strike out the rest of the article as printed and substitute the words “to the School Department Operating Budget”. Then add the words “Town Meeting recommends that this \$725,000 be used for Special Education Out of District Tuition, as needed.”

Executive Summary: This Article sets aside \$725,000 from the Stabilization Fund for unforeseen costs related to Special Education Out of District Tuition. These funds will only be used after all funds from the School Operating for Special Education Out of District Tuition line-item has been spent, along with any other surplus School Budget funds in Fiscal Year 2016. Funds can only be spent with approval of Finance Committee and Town Manager

ARTICLE 16

To see if the Town will vote to transfer from the Stabilization Fund the sum of \$255,723 to be expended by the School Committee for the following purposes; or take any action relative thereto.

School Buildings and Maintenance	222,223
School Technology	33,500

Total	\$255,723
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Town Manager

Motion: The Finance Committee motioned to Adopt Article 16; transfer \$255,723 from the Stabilization Fund

Vote:	Article 16 was Adopted Unanimously 107 Yes/ 0 No (2/3 required)	9:46 PM	5/4/15
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Executive Summary: This article allows the Town to utilize funds from the Stabilization Fund, for one-time expenditures. These expenditures have been identified and prioritized by both the School Administration and the School Committee. School Buildings and Maintenance funds will be used for roof repairs at the elementary schools, heating system at the Wynn Middle School, and to retile the cafeteria floor at the Dewing School. If funds remain after these items are complete, remaining funds will be used for further maintenance. School Technology funds will be used for library media upgrades and computer system/network monitoring.

ARTICLE 17

To see if the Town will vote to re-allocate \$15,296.25 or any amount remaining from the original appropriation of \$60,000 to be expended by the Town Manager as approved at the October 1, 2013 Special Town Meeting for Article 5 specifically concerning voting booths. This re-allocation of funds shall be for the purpose of purchasing new voting tabulators; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 17; Reallocate \$15,296.25

Vote:	Article 17 was Adopted Unanimously	9:47 PM	5/4/15
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Executive Summary: At Special Town Meeting in October 2013, funds were approved to purchase new voting booths. The \$60,000 appropriation has a balance of \$15,296.25 and this article requests the Town approve the use of those remaining funds to purchase new voting tabulators. The plan would be to begin purchasing new voting tabulators with these funds and at a later date purchase the remaining machines as needed.

ARTICLE 18

To see if the Town will vote to raise and appropriate through water rates the sum of \$235,000 to be expended by the Town Manager to undertake the following:

Hydrant Replacement Program:	125,000
Water Tank Mixers:	35,000
Engineering Astle Street Tank	30,000
Water Distribution System Improvements Engineering/Design	45,000
Total	\$235,000

or take any action relative thereto.

The Moderator noted a Scrivener's error on page 21 of the Warrant. Delete the following words on the second line after Town Manager "from Water Enterprise Fund Retained Earnings"- and there were no objections.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 18; Raise and Appropriate \$235,000
Keith Rauseo motioned to Amend the Article
Richard Montuori, Town Manager supported Adoption of Article 18 as written

Vote:	The Amendment Failed 18 Yes/ 96 No	9:53 PM	5/4/15
	Article 18 was Adopted	9:54PM	5/4/15

AMENDMENT: Remove: "through water rates" and Replace with "from Water Enterprise Retained Earnings"

Executive Summary: Hydrant Replacement Program: funds will replace 25 hydrants in Fiscal Year 2016 as part of the ongoing hydrant replacement program; Water Tank Mixers: Install three tank mixers at the Ames Hill Water Tank to improve water quality; Engineering Astle Street Tank: funds will be used for a structural evaluation and assessment of other necessary modifications of the water tank. Water Distribution System Improvements Engineering/Design: funds will be used to partly fund the cost of design of a water main upgrade for Woburn Street and other locations in Town if funds are available., remaining portion of funding is in Article 19.

ARTICLE 19

To see if the Town will vote to re-allocate \$27,253 or any amount remaining from the original appropriation of \$35,000 to be expended by the Town Manager as approved at the May 6, 2013 Annual Town Meeting for Article 12 specifically concerning Water Distribution System Improvements Engineering/Design. This re-allocation of funds shall be for the purpose of engineering and designing a new water main installation project; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 19; Raise and Appropriate \$27,253

Vote:	Article 19 was Adopted Unanimously	9:54 PM	5/4/15

Executive Summary: At Special Town Meeting in October 2013, funds were approved for the design and engineering of water distribution projects. The \$35,000 appropriation has a balance of \$27,253. This article requests the Town for funds as part of the cost of design of a water main upgrade for Woburn Street and other locations in Town if funds are available. Remaining funds for the Woburn Street design and other location are in Article 18.

ARTICLE 20

To see if the Town will vote to transfer the sum of \$400,000 to be expended by the Town Manager from Water Enterprise Fund Retained Earnings to undertake the following:

Water Distribution Improvements \$400,000

or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt; Transfer \$400,000 from Water Enterprise Retained Earnings

Vote: Article 20 was Adopted Unanimously 9:55 PM 5/4/15

Executive Summary: This article allows the Town to utilize funds that were considered available as of July 1, 2014, for the replacement of 2 inch iron and 6 inch AC water mains as part of an ongoing program and top priority of the Water Enterprise since these pipes have out lived their life-cycle and are the cause of more than 50% of the Town annual water-break count.

ARTICLE 21

To see if the Town will vote to appropriate the sum of \$13,100,000 to be expended by the Town Manager for the cost of construction and engineering for the renovation and upgrade of the Town's Water Treatment Plant, and for the payment of all costs incidental and related thereto, and to determine whether such amount should be raised by taxation, by transfer from available funds, by borrowing or by any combination of the foregoing; and, if by borrowing, the Town Treasurer, with the approval of the Selectmen, is hereby authorized to borrow said sum under and pursuant to Chapter 44 Section 8(4) of the Massachusetts General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore; or take any action relative thereto.

The motion to be presented shall read:

Motion: That the Town hereby appropriates the sum of \$13,100,000 to be expended by the Town Manager for the cost of construction and engineering for the renovation and upgrade of the Town's Water Treatment Plant, and for the payment of all costs incidental and related thereto, and that to meet this appropriation the Town Treasurer, with the approval of the Selectmen, is hereby authorized to borrow said sum under and pursuant to Chapter 44, Section 8(4), of the Massachusetts General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore.

Town Manager

The Moderator noted a Scrivener's error on page 22 of the Warrant. Within the Motion and the Executive Summary the amount should be \$13,100,000 instead of \$13,100,100- and there were no objections.

Motion: The Finance Committee motioned to Adopt Article 21; Appropriate \$13,000,000
Keith Rauseo motioned to Amend the Article
Jay Kelley supported Adoption of the Amendment
Richard Montuori, Town Manager supported Adoption of Article 21 as written
Joseph Gill motioned to Move the Question

Vote: The Amendment Failed 41 Yes/ 73 No 10:18 PM 5/4/15
Article 21 was Adopted 99 Yes/ 19 No (2/3 required= 79) 10:21 PM 5/4/15

AMENDMENT: Change the period at the end of the Motion in the article to a semi-colon and add the following language after that semi-colon: provided, however, that this appropriation and debt authorization be contingent upon passage of a Proposition 2-1/2 debt exclusion referendum under General Laws Chapter 59, Section 21C(k)

Executive Summary: This article authorizes the Town to borrow \$13,100,000 for the cost of construction and engineering for the renovation and upgrade of the Town's Water Treatment Plant. The Plant was built and came on-line in 1988 and is beyond its initial 20-year design life. An engineering assessment in Fiscal Year 2013 identified numerous deficiencies in the Plant's building and mechanical systems that need upgrades. This project proposes upgrades of the building envelope, existing mechanical equipment and other ancillary equipment; and further there will be modifications to the treatment process of the Town's drinking water to meet DEP standards.

ARTICLE 22

To see if the Town will vote to transfer from the certified Sewer Enterprise Fund Retained Earnings the sum \$120,000 to be expended by the Town Manager for the following purposes:

Design and Engineering Andover Street Force main upgrade \$120,000
or take any action relative thereto

Town Manager

Motion: The Finance Committee motioned to Adopt; Transfer \$120,000 from Sewer Enterprise Retained Earnings

Vote: Article 22 was Adopted Unanimously 10:22 PM 5/4/15

Executive Summary: Funds will be used for design and engineering to provide plans, specifications and bidding services to replace the sewer force main that pumps from the Andover St. pump station to a manhole at the intersection of Andover and Fiske Streets. The station is at the high range of its pump capacity and limited by Inflow/Infiltration and the size of the force main on Andover St.

ARTICLE 23

To see if the Town will vote to transfer the sum of \$25,000 to be expended by the Town Manager from Overlay Surplus to fund a Senior Tax Relief Work Program and a Veterans Tax Relief Program; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt; Transfer \$25,000 from Assessor's Overlay Reserve

Vote: Article 23 was Adopted Unanimously 10:23 PM 5/4/15

Executive Summary: This article allows the Town to utilize funds considered surplus from Assessors Overlay Reserve to fund a Senior Tax Relief Program/Veterans Tax Relief Program that allows eligible Senior Citizens /Veterans of the Town to work for Town and School offices and receive a reduction in their property tax bill.

ARTICLE 24

To see if the Town will vote to authorize pursuant to the provisions of Chapter 44 Section 53E ½ of the Massachusetts General Laws, to amend an existing revolving fund, an account for the revenues and expenditures relating to activities sponsored by the Town of Tewksbury Health Department/Board of Health. The fund shall be credited with all amounts received relating to the sale of "Emergency 72 Hour Go Kits" to Tewksbury residents and other reimbursements the Tewksbury Health Department/Board of Health receives. Expenditures of the fund shall be authorized by the Health Department Director and the Town Manager or his/her designee. These expenditures will include but not limited to Go Kits and public health programs. The total amount which may be expended from the fund in any given fiscal year shall be limited to \$10,000; or take any related action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 24

Vote: Article 24 was Adopted Unanimously 10:23 PM 5/4/15

Executive Summary: This article authorizes the Town of Tewksbury Health Department/Board of Health to amend an existing self-sufficient fund an account for the revenues and expenditures of selling "Emergency 72 Hour Go Kits" to Tewksbury residents and to include reimbursements the Tewksbury Health Department/Board of Health receives.

ARTICLE 25

To see if the Town will vote to authorize pursuant to the provisions of Chapter 44 Section 53E ½ of the Massachusetts General Laws, establishing a self-sufficient revolving fund, effective July 1, 2015, to account for revenues and expenditures relating to improving the energy efficiency of Town and School Buildings, equipment and infrastructure. The fund shall be credited with amounts received related to rebates, grants and donations generated from energy efficiency projects and programs through the Commonwealth of Massachusetts, Public Utilities and Non-profits or Private entities.. Expenditures of the fund shall be authorized by the Town Manager or his/her designee. The total amount which may be expended from the fund in any given fiscal year shall be limited to \$500,000; or take any other action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 25

Vote: Article 25 was Adopted Unanimously

10:24 PM

5/4/15

Executive Summary: This article authorizes the Town to establish a self-sufficient revolving fund to account for the revenues received from grants and donations generated from energy efficiency projects and programs that the Town participates. Expenditures will be used for energy efficiency and improvement projects within the Town.

ARTICLE 26

To see whether the Town will vote to accept Massachusetts General Laws, Chapter 60, Section 15B, to establish a tax title collection revolving fund and further to amend the amend Chapter 3.12, tax title Procedures of the Town of Tewksbury General Bylaws as follows, or take any other action relative thereto.

Add Section 3.12.020 Tax Title Revolving Fund.

- 1) Town shall establish a Tax Title Revolving Fund in accordance with Massachusetts General Laws, Chapter 60, Section 15B in the Fiscal Year beginning in the July 1, 2015. Said fund will be in the care, control and custody of the Town's Treasurer/ Collector and shall be accounted for separately from all other monies of the Town. The fund shall be credited with certain collection fees, charges and costs incurred by the Town Treasurer/Collector and collected upon redemption of tax titles and sales of real property acquired through foreclosures of tax titles. Monies in the fund may then be expended, without appropriation, by the Treasurer/Collector to pay all expenses associated with a tax taking or tax title foreclosure, including, but not limited to, fees and costs of recording or filing documents and instruments, searching and examining titles, mailing, publishing or advertising notices or documents, petitioning the land court, serving court filings and documents and paying legal fees.
- 2) Expenditures shall not be made or liabilities incurred from this revolving fund neither in excess of the balance of the fund nor in excess of the total authorized expenditure of \$200,000 per Fiscal Year.
- 3) The unexpended balance in this account at the end of each fiscal year shall be deposited into the General Fund. At the written request of the Treasurer/Collector, to the Auditor and with the approval of the Town Manager, a portion of the unexpended balance shall remain in the Tax Title Revolving Fund, to provide for the expenses associated with maintaining tax takings into the new fiscal year.
- 4) Interest earned on a tax title collection revolving fund balance shall be treated as General Fund revenue.
- 5) No later than September 30 of each year the Treasurer/Collector shall annually report to the Board of Selectmen and Town Manager the total amount of receipts and expenditures for the Tax Title Revolving Fund for the prior fiscal year.

Town Manager

Motion: Town Manager, Richard Montuori motioned to Amend Article 26
The Finance Committee recommended Adoption of Article 26 as Amended

Vote: The Amendment was Adopted
Article 26 was Unanimously Adopted as Amended

10:25 PM 5/4/15
10:26 PM 5/4/15

AMENDMENT: The Article is only amended in Section 5

5) No later than September 30 of each year the Treasurer/Collector shall annually report to the Board of Selectmen, Finance Committee and Town Manager the total amount of receipts and expenditures for the Tax Title Revolving Fund for the prior fiscal year.

ARTICLE 26 AS AMENDED: To see whether the Town will vote to accept Massachusetts General Laws, Chapter 60, Section 15B, to establish a tax title collection revolving fund and further to amend the amend Chapter 3.12, tax title Procedures of the Town of Tewksbury General Bylaws as follows, or take any other action relative thereto.

Add Section 3.12.020 Tax Title Revolving Fund.

- 1) Town shall establish a Tax Title Revolving Fund in accordance with Massachusetts General Laws, Chapter 60, Section 15B in the Fiscal Year beginning in the July 1, 2015. Said fund will be in the care, control and custody of the Town's Treasurer/ Collector and shall be accounted for separately from all other monies of the Town. The fund shall be credited with certain collection fees, charges and costs incurred by the Town Treasurer/Collector and collected upon redemption of tax titles and sales of real property acquired through foreclosures of tax titles. Monies in the fund may then be expended, without appropriation, by the Treasurer/Collector to pay all expenses associated with a tax taking or tax title foreclosure, including, but not limited to, fees and costs of recording or filing documents and instruments, searching and examining titles, mailing, publishing or advertising notices or documents, petitioning the land court, serving court filings and documents and paying legal fees.
- 2) Expenditures shall not be made or liabilities incurred from this revolving fund neither in excess of the balance of the fund nor in excess of the total authorized expenditure of \$200,000 per Fiscal Year.
- 3) The unexpended balance in this account at the end of each fiscal year shall be deposited into the General Fund. At the written request of the Treasurer/Collector, to the Auditor and with the approval of the Town Manager, a portion of the unexpended balance shall remain in the Tax Title Revolving Fund, to provide for the expenses associated with maintaining tax takings into the new fiscal year.
- 4) Interest earned on a tax title collection revolving fund balance shall be treated as General Fund revenue.
- 5) No later than September 30 of each year the Treasurer/Collector shall annually report to the Board of Selectmen, Finance Committee and Town Manager the total amount of receipts and expenditures for the Tax Title Revolving Fund for the prior fiscal year.

Executive Summary: This article establishes a self-sufficient fund for tax title collection. The purpose is to assist Treasurer/Collector to secure the Town's liens for delinquent real estate tax receivables and foreclose tax titles after reasonable efforts to work with taxpayers on payment of amounts outstanding.

ARTICLE 27

To see if the Town will vote to appropriate or reserve from the Community Preservation Fund annual revenues in the amounts recommended by the Community Preservation Committee for committee administrative expenses, community preservation projects and other expenses in fiscal year 2016, with each item to be considered a separate appropriation:

Appropriations:

Administrative Costs	\$ 47,072.06
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Reserves:

Open Space	\$ 94,144.00
Community Housing	\$ 94,144.00
Historic Preservation	-----

FY2016 Budgeted Reserve \$700,000.00

Or take any other action related thereto.

Community Preservation Committee

Motion: The Finance Committee motioned to Adopt Article 27

Vote: Article 27 was Adopted Unanimously 10:26 PM 5/4/15

Executive Summary: Massachusetts General Law, Chapter 44B requires that the Town appropriate for spending, or reserve for future spending, from the fund balance at least 10% for open space, 10% for historic preservation, and 10% for community housing. FY2016 Historic 10% Reserve will be achieved with the Town Hall Rehabilitation Bond payment. The total CPA Estimated FY16 revenue is \$941,441.00

ARTICLE 28

To see if the Town will vote to approve the FY 2016 Affordable Housing Trust Fund Allocation Plan as follows:

ALLOCATION PLAN	for FY 2016
Starting Balance:	\$2,772,952
Shawsheen Place Buydown (77 units)	(\$1,700,000)
7 fee in lieu of affordable units (\$124,165/unit)	869,155
Total Available Funds FY16	\$1,942,107
Expenses	
LHP Consulting Services	\$40,000
Creation of New Units/ Buydown of existing units	\$1,902,107
Total Projected Expenses for FY16	\$1,942,107

Town Manager
Community Development Director

Motion: The Finance Committee motioned to Adopt Article 28

Vote: Article 28 was Adopted Unanimously 10:26 PM 5/4/15

Executive Summary: According to Chapter 105 of the Acts of 2003, the Tewksbury Affordable Housing Trust Fund is to have an allocation submitted to and approved at the Annual Town Meeting. The 2016 allocation plan meets the expenditure requirements of the Special Act.

\$75,000 was spent from the Affordable Housing Trust Fund in FY2015 in support of Habitat for Humanity project at 110 State Street.

ARTICLE 29

To see if the Town of Tewksbury will vote to appropriate and transfer the sum of \$100,000.00 as compensation for and subject to a Historic Preservation Restriction being recorded at the Middlesex North Registry of Deeds for the Marshall Homestead located at 379 Pleasant Street, Tewksbury MA; said Historic Preservation Restriction to preserve the historic resource in perpetuity.

To fund such Historic Preservation Restriction, \$100,000 shall be transferred from the Tewksbury Community Preservation Historic Reserve Fund.

These CPA funds shall not be transferred to the owner of 379 Pleasant Street, Tewksbury until such time as the Historic Preservation Restriction, as approved by the Massachusetts Historic Commission is recorded at the Middlesex North Registry of Deeds, Lowell, MA.

Pursuant to Massachusetts General Laws, Chapter 44B or any other enabling authority, said funds to be expended under the direction of the Town Manager and the Community Preservation Committee; or to take any other action thereon.

Community Preservation Committee

Motion: Chairperson of the Community Preservation Committee motioned to Amend Article 29
The Finance Committee motioned to Adopt Article 29 as Amended
The Community Preservation Committee recommended Adoption as Amended

Vote: The Amendment was Adopted 10:27 PM 5/4/15
Article 29 was Unanimously Adopted as Amended 10:28 PM 5/4/15

AMENDMENT: In the first line after, "transfer the sum of" Delete "\$100,000" and replace with "\$31,500." In the fifth line after, "Preservation Restriction", Delete "\$100,000" and replace with "\$31,500."

ARTICLE 29 AS AMENDED: To see if the Town of Tewksbury will vote to appropriate and transfer the sum of \$31,500 as compensation for and subject to a Historic Preservation Restriction being recorded at the Middlesex North Registry of Deeds for the Marshall Homestead located at 379 Pleasant Street, Tewksbury MA; said Historic Preservation Restriction to preserve the historic resource in perpetuity.

To fund such Historic Preservation Restriction, \$31,500 shall be transferred from the Tewksbury Community Preservation Historic Reserve Fund.

These CPA funds shall not be transferred to the owner of 379 Pleasant Street, Tewksbury until such time as the Historic Preservation Restriction, as approved by the Massachusetts Historic Commission is recorded at the Middlesex North Registry of Deeds, Lowell, MA.

Executive Summary: The Community Preservation Committee and the Historic Commission request CPA funds to provide for a Historic Preservation Restriction on the Marshall Homestead, 379 Pleasant Street in order to preserve continuously owned by the Marshall Family until recently. The home is on the Tewksbury Historical Commission's Historic Survey and Massachusetts Cultural Resource Information System (MACRIS.) The Restriction preserves the exterior and some interior features of the home. A professional appraisal has been completed to determine this dollar amount on behalf of the town.

ARTICLE 30

To see if the Town of Tewksbury will vote to appropriate the sum of \$45,000 for the purpose of hiring an experienced title attorney or consultant to produce a professional title search and other experienced consultants to perform work relative to continuing development plans as recommended by the 2014 Tewksbury Rail Trails bicycle/walking trail feasibility study.

To fund such Study and Plan, \$45,000 shall be transferred from the Tewksbury Community Preservation Fund Open Space Reserve.

Pursuant to Massachusetts General Laws, Chapter 44B or any other enabling authority, said funds to be expended under the direction of the Community Preservation Committee; or to take any other action thereon.

Community Preservation Committee

Motion: The Finance Committee motioned to Adopt; Appropriate \$45,000 from the Community Preservation Fund Open Space Reserve
The Community Preservation Committee recommended Adoption of Article 30

Vote: Article 30 was Adopted 10:29 PM 5/4/15

Executive Summary: In 2014, the Tewksbury Rail Trails citizen group applied for and received \$35,000 in Community Preservation Funds to begin the process of discovering possibilities and best next steps for developing

biking and/or walking trails for the enjoyment and connection of Tewksbury's open spaces. This proposed project is the next phase and continues the process by providing essential legal information and professional guidance. This work will continue to take into consideration the feasibility of the use of abandoned rail lines, connections and pathways of the Bay Circuit Trail and other connections to open space, as well as to surrounding towns' trails.

ARTICLE 31

To see if the Town will vote to amend the Personnel By-Law, Section III (e) wage schedule by deleting Addendum A and B library of job titles and wage scales replacing them with the following new Addendum A and B library of job titles and wage scale:

Current Addendum A To Be Deleted in its Entirety and to be Replaced with an New Addendum A in its Entirety

GROUP A-1	MINIMUM	MAXIMUM
Director of Community Development	100,205	110,476
Finance Director	100,205	110,476
Fire Chief	100,205	110,476
Police Chief	100,205	110,476
Superintendent of Public Works	100,205	110,476
GROUP A-2		
Deputy Fire Chief	82,514	90,973
Deputy Police Chief	82,514	90,973
GROUP A-3		
Library Director	71,952	87,455
Parks & Recreation Director	71,952	87,455
GROUP A-4		
Assistant DPW Superintendent	70,543	85,740
Building Commissioner	70,543	85,740
Chief Assessor	70,543	85,740
Chief Operating Engineer	70,543	85,740
Director - Public Health	70,543	85,740
Technology Operations Manager	70,543	85,740
Town Clerk	70,543	85,740
Treasurer/Collector	70,543	85,740
GROUP A-5		
Assistant to Town Manager	67,319	81,824
Director - Administrative Services	67,319	81,824
GROUP A-6		
Director - Council on Aging	58,425	75,951
Recreation Director	58,425	75,951
GROUP A-7		
Assistant Accountant	56,673	75,839
Town Engineer	56,673	75,839
GROUP A-8		
Administrative Director	55,428	67,373
Assistant Treasurer/Collector	55,428	67,373
Assistant Library Director	55,428	67,373
GROUP A-9		
Veterans' Services Officer	40,001	51,052

Current Addendum B To Be Deleted in its Entirety and to be Replaced with an New Addendum B in its Entirety

GROUP B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Administrative Assistant	38,211	40,424	42,763	45,256	47,876	50,650	52,676
Administrative Assistant-Permit Tech	38,211	40,424	42,763	45,256	47,876	50,650	52,676
Administrative Secretary	38,211	40,424	42,763	45,256	47,876	50,650	52,676
Administrative Services Assistant	38,211	40,424	42,763	45,256	47,876	50,650	52,676
Animal Control Officer	36,326	38,512	40,821	43,267	45,865	48,619	50,563
Assistant Assessor		49,815	52,305	54,919	57,667	60,552	62,975
Assistant Building Commissioner	50,768	53,308	55,972	58,771	61,711	64,794	67,387
Assistant Town Clerk		49,815	52,305	54,919	57,667	60,552	62,975
Executive Assistant	43,196	45,688	48,334	51,157	54,110	57,262	59,555
Executive Secretary	41,720	44,137	46,709	49,428	52,277	55,305	57,518
Facilities Maintenance Worker	30,716	32,533	34,490	36,558	38,738	41,085	42,730
Library Associate	38,211	40,424	42,763	45,256	47,876	50,650	52,676
Local Building Inspector	44,720	46,956	49,303	51,769	54,357	57,076	59,360
Planner/Conservation Agent	44,720	46,956	49,303	51,769	54,357	57,076	59,360
Program Coordinator	36,727	38,854	41,103	43,499	46,017	48,683	50,630
Professional Librarian	41,720	44,137	46,709	49,428	52,277	55,305	57,518
Project Manager	44,720	46,956	49,303	51,769	54,357	57,076	59,360
Sanitarian		49,815	52,305	54,919	57,667	60,552	62,975
System Operator	38,211	40,424	42,763	45,256	47,876	50,650	52,676
Youth Worker	30,716	32,533	34,490	36,558	38,738	41,085	42,730

New Addendum A

PROPOSED TEWKSBURY FY2016 PAY PLAN

Annual Salary 40 hours per week Employees

GRADE	1	2	3	4	5	6	7	8	9	10
1	32,364.00	33,178.32	34,013.52	34,869.60	35,746.56	36,644.40	37,563.12	38,502.72	39,463.20	40,444.56
2	35,287.20	36,164.16	37,062.00	37,980.72	38,920.32	39,901.68	40,903.92	41,927.04	42,971.04	44,035.92
3	38,460.96	39,421.44	40,402.80	41,405.04	42,449.04	43,513.92	44,599.68	45,706.32	46,854.72	48,024.00
Facilities Maintenance Specialist										
4	41,927.04	42,971.04	44,035.92	45,142.56	46,270.08	47,418.48	48,608.64	49,819.68	51,072.48	52,346.16
Animal Control Officer										
5	45,706.32	46,854.72	48,024.00	49,235.04	50,466.96	51,719.76	53,014.32	54,329.76	55,686.96	57,085.92
Veterans' Services Officer										
6	49,819.68	51,072.48	52,346.16	53,661.60	54,997.92	56,376.00	57,795.84	59,236.56	60,719.04	62,243.28
Assistant Town Clerk										
Sanitarian										
Veterans' Services Officer										
7	54,308.88	55,666.08	57,065.04	58,484.88	59,946.48	61,449.84	62,994.96	64,560.96	66,168.72	67,818.24
Assistant Assessor										
Police Information Director										
System Operator										
Town Planner/Conservation Agent										
8	59,194.80	60,677.28	62,201.52	63,746.64	65,333.52	66,962.16	68,632.56	70,344.72	72,098.64	73,894.32
Assistant Accountant										
Assistant Building Commissioner										
Assistant Library Director										
Assistant Treasurer/Collector										
Public Health Nurse										
Town Planner/Conservation Agent										
Human Resources Director										
Project Manager										
9	64,519.20	66,126.96	67,776.48	69,467.76	71,200.80	72,975.60	74,792.16	76,671.36	78,592.32	80,555.04
Assistant to Town Manager										
Director, Council on Aging										
Human Resources Director										
Project Manager										
10	70,323.84	72,077.76	73,873.44	75,710.88	77,610.96	79,552.80	81,536.40	83,582.64	85,670.64	87,821.28
Assistant DPW Superintendent										
Building Commissioner										
Chief Assessor										
Chief Operating Engineer										
Director of Public Health										
Library Director										
Technology Operations Manager										
Town Clerk										
Town Engineer										
Treasurer/Collector										
11	76,650.48	78,571.44	80,534.16	82,538.64	84,605.76	86,714.64	88,886.16	91,099.44	93,375.36	95,713.92
12	83,540.88	85,628.88	87,779.52	89,971.92	92,226.96	94,523.76	96,883.20	99,305.28	101,790.00	104,337.36
Deputy Fire Chief										
Deputy Police Chief										
13	91,057.68	93,333.60	95,672.16	98,073.36	100,516.32	103,021.92	105,590.16	108,221.04	110,935.44	113,712.48
Chief of Police										
Director of Community Development										
Finance Director										
Fire Chief										
Superintendent of Public Works										

New Addendum B

PROPOSED TEWKSBURY FY2015 PAY PLAN

Annual Salary 37.5 hours per week Employees										
GRADE	1	2	3	4	5	6	7	8	9	10
1	30,341.25	31,104.94	31,887.94	32,690.25	33,512.40	34,354.39	35,215.69	36,096.30	36,996.75	37,917.04
2	33,081.75	33,903.90	34,745.89	35,607.19	36,487.80	37,408.09	38,347.69	39,306.60	40,285.35	41,283.94
4	39,306.60	40,285.35	41,283.94	42,321.15	43,378.20	44,455.09	45,570.60	46,705.95	47,880.45	49,074.79
Library Associate										
5	42,849.94	43,926.30	45,022.50	46,157.85	47,313.04	48,487.54	49,701.19	50,934.15	52,206.79	53,518.05
Administrative Assistant										
Administrative Assistant-Permit Technician										
Administrative Secretary										
6	46,705.95	47,880.45	49,074.79	50,307.75	51,560.55	52,852.50	54,183.60	55,534.54	56,924.10	58,353.34
Professional Librarian										
Executive Secretary										
7	50,914.84	52,186.95	53,498.74	54,829.84	56,200.09	57,609.49	59,058.04	60,525.90	62,033.44	63,579.60
Administrative Services Assistant										
Adult Services Librarian										
Executive Assistant										
Professional Librarian										

And to grandfather the current salaries of those employees employed in the following positions, Police Department Administrative Director, Police Department Executive Secretary, Police Department Administrative Secretary, Police Department Administrative Assistant, Police Department Building Maintenance, Assistant Town Clerk, Building Department Administrative Assistant/Permit Technician, Community Development Executive Secretary, Department of Public Works Administrative Secretary, Library Executive Secretary and Town Manager Administrative Assistant until they are no longer employed in these positions and provide a 2.5% salary increase to those grandfathered salaries on July 1, 2015.

And further the Town will vote to raise and appropriate a sum of \$90,659 to fund the first year of the new library of job titles and wage scales and the 2.5% salary increase for grandfathered positions as well as current Group C and D Employees; and approve up to a 2.5% salary increase effective July 1, 2016 for all positions listed within Section III of the Town's Personnel By-Law as amended as well as the grandfathered positions listed in this article and to provide up to a 2.5% for a salary increase effective July 1, 2017 for all positions listed within Section III of the Town's Personnel By-Law as amended as well as the grandfathered positions listed in this article; or take any other action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 31

Vote: Article 31 was Adopted by Secret Ballot (91 Yes/ 14 No) 10:52 PM 5/4/15
(Secret Ballot required pursuant to Town Bylaw 2.04.200)

Executive Summary: This article amends Addendum A and B of the Personnel By-Law by deleting the current Addendums and inserting new Addendums developed and recommended by Municipal Resources, Inc.. This firm was commissioned by the Town after \$20,000 was approved at Special Town Meeting in October 2013. MRI surveyed the market of comparable municipalities, developed and recommended a new classification and compensation plan. The process involved re-examination of job responsibilities, work performed and market pay rates for each PRRB position. The Article also seeks approval to provide employees covered by the Personnel By-Law salary increases for Fiscal Year 2017 and Fiscal Year 2018.

SECTION 3

Article 36	Zoning By-Law	Amend Zoning By-law Section 2100
Article 37	Zoning By-Law	Amend Zoning By-Law Section 2320
Article 38	Zoning By-Law	Amend Zoning By-Law Section 4210
Article 39	Zoning By-Law	Amend Zoning By-Law Section 4240
Article 40	Zoning By-Law	Amend Zoning By-Law Section 5120
Article 41	Zoning By-Law	Amend Zoning By-Law Section 6700
Article 42	Zoning By-Law	Amend Zoning By-Law Section 7600
Article 43	Zoning By-Law	Amend Zoning By-Law Section 8402
Article 44	Zoning By-Law	Amend Zoning By-Law Section 8600
Article 45	Zoning By-Law	Amend Zoning By-Law Section 8680
Article 46		Community Energy Aggregation Program

ARTICLE 36

To see if the Town will vote to amend the Zoning Bylaw Section 2100 by adding the text underlined below:

2100. ESTABLISHMENT. For the purpose of this By-Law, the Town of Tewksbury is divided into the types of zoning districts set forth below:

Residence 40 District	(R40)
Farming District	(FA)
Limited Business District	(LB)
Commercial District	(COM)
Transitional District	(TR)
Park District	(P)
Municipal District	(MN)
Multiple Family District	(MFD)
Multiple Family Dwelling/55	(MFD/55)
Community Development District	(CDD)
Heavy Industrial District	(HI)
<u>Heavy Industrial District 1</u>	<u>(HI1)</u>
Office/Research District	(OR)

Planning Board

Motion: The Finance Committee defers to the Planning Board
Planning Board Chairman, Stephen Johnson motioned to Adopt Article 36

Point of Order: Elizabeth Carey rose to a Point of Order suggesting that the Moderator take a standing count for Zoning Bylaw Articles which require a 2/3 majority to be Adopted. Moderator Selissen ruled in favor of Mrs. Carey's Point of Order and proceeded to take standing counts for all such votes.

Vote: Article 36 was Adopted Unanimously (2/3 required) 8:02 PM 5/6/15

Executive Summary: Heavy Industrial District 1 was a district approved in 2014. This article adds it to the list of underlying zoning districts.

ARTICLE 37

To see if the Town will vote to amend the Tewksbury Zoning Bylaw by adding a new section as identified below:

2320. Rules for interpretation of overlay zoning district boundaries. When the following overlay districts, TCOD, VROD, VMUOD, SVOD, and CVOD, include a lot of which the underlying zoning is divided between among two (2) or more districts and there is an application for an overlay district use, the requirements of the overlay district shall apply to the entire lot.

Planning Board

Motion: The Finance Committee defers to the Planning Board
Planning Board Chairman, Stephen Johnson motioned to Adopt Article 37

Vote: Article 37 was Adopted 30 Yes/ 1 No (2/3 required=21) 8:03 PM 5/6/15

Executive Summary: To ensure that overlay district requirements apply to an entire lot, even if the underlying zoning is split among two different districts.

ARTICLE 38

To see if the Town will vote to amend the Zoning Bylaw Section 4210 by adding the underlined text and deleting strikethroughs as shown below:

4210. Commercial District, ~~and Heavy Industrial and~~ Heavy Industrial 1 Districts. Structures may be allowed in excess of 35 feet or two and one-half stories in the Commercial District ~~and Heavy Industrial and Heavy Industrial 1 Districts~~ upon the issuance of a special permit from the Planning Board. In no event shall a special permit be issued for structures in excess of 60 feet or 5 stories.

Planning Board

Motion: The Finance Committee defers to the Planning Board
Planning Board Chairman, Stephen Johnson motioned to Adopt Article 38

Vote: Article 38 was Adopted 27 Yes/ 2 No (2/3 required=19) 8:05 PM 5/6/15

Executive Summary: This article makes the text consistent with the subject line.

ARTICLE 39

To see if the Town will vote to amend the Tewksbury Zoning Bylaw Section 4240 by adding the last sentence as identified by the underlined text below.

4240. Single Family Structure Located In Commercial and Industrial Districts. A single-family building designed exclusively for residential occupancy may be allowed in a Commercial (COM) District or Heavy Industrial (HI) District upon the issuance of a special permit from the Planning Board; provided, however, the Planning Board, after hearing and as a condition precedent to the granting of such special permit, shall find that the lot in question was in existence and on record on or before the date of adoption of this Section 4240; that said lot was clearly defined; not held in common ownership; and, conformed to the then existing zoning at the time of said recording or endorsement and continues to so conform or is otherwise determined to be legally "non-conforming" by written notification from the Building Commissioner. The provisions of this Section 4240 shall not apply to any lot created by any means whatsoever from and after said date of adoption, meaning and intending that only one (1) single-family building may be constructed on said lot. The dimensional requirements for the proposed single family building as permitted under this section shall comply with the dimensional requirements as listed in Appendix B- Table of Dimensional Requirements for R40 rather than the dimensional requirements of the Commercial or Industrial District in which the lot is located.

Planning Board

Motion: The Finance Committee defers to the Planning Board
Planning Board Chairman, Stephen Johnson motioned to Adopt Article 39

Vote: Article 39 was Adopted Unanimously 31 Yes/ 0 No (2/3 required) 8:06 PM 5/6/15

Executive Summary: To clarify that a single family building that is permitted under this section of the bylaw is to meet the R40 zoning district dimensional requirements.

ARTICLE 40

To see if the Town will vote to amend the Tewksbury Zoning Bylaw Section 5120 by making the changes noted below where additions are identified as underlined and deletions as strikethroughs:

5120. Relief from Parking Regulations by Special Permit from the Planning Board. Should an applicant request relief only from parking requirements, and not under Section 9415 of this Bylaw. ~~The the Planning Board,~~ by special permit, may authorize a decrease in the number of parking spaces required hereunder provided that:

Planning Board

Motion: The Finance Committee defers to the Planning Board
Planning Board Chairman, Stephen Johnson motioned to Adopt Article 40

Vote: Article 40 was Adopted Unanimously 23 Yes/ 0 No (2/3 required) 8:06 PM 5/6/15

Executive Summary: To clarify that Section 5120 refers to parking requirement relief specifically sought under this section and not related to waiver requests under Section 9415.

ARTICLE 41

To see if the Town will vote to amend the Tewksbury Zoning Bylaw by taking the following steps (Steps 1-6) to create a new Section 6700 Westside Neighborhood Business District:

Step 1: Create New Section 6700 as follows:

6700. WESTSIDE NEIGHBORHOOD BUSINESS DISTRICT

6701. Purpose. The purposes of the Westside Neighborhood Business District (WNBD) are to:
Acknowledge that the Woburn Street corridor serves both the residential and commercial west-side neighborhoods as well as users of Interstate I-495 and the Commuter Train Station nearby on the same corridor in the Billerica.
Promote compact development that is pedestrian-oriented;
Minimize impacts on public services and maximize the efficient use of public infrastructure; and
Increase the town's tax base by creating a supportive, well designed small business and services environment, while attracting new investment and promoting economic development on larger sites.
The following bylaw is intended to support the goals, objectives and recommendations outlined in the Town's Master Plan, and the Town of Tewksbury Affordable Housing Plan and Housing Production Strategy.

6702. Boundaries. The boundaries of the Westside Neighborhood Business District are shown on the Zoning Map, on file in the office of the Town Clerk.

6703. Use Regulations and Definitions. Uses found in Appendix A.

6704. Prohibited Uses. Section 3105 and Section 3230 govern prohibited uses and accessory uses in addition to uses not allowed in Appendix A for the Westside Neighborhood District.

6705. Site Plan Special Permit. As required in Section 9400 of the Zoning Bylaw.

6706. Concept Plan. Prior to the application for approval of any Special Permit in the WNBD, a preliminary plan called a "Concept Plan", shall be filed for review with the Planning Board. The submitted Plan shall be consistent with the purposes of Section 6701 and shall include: (a) a site development plan showing the location and footprint(s) of all proposed buildings, changes in grading and topography, parking, landscaping, roads, walkways and access ways, open space, and wetlands; (b) a utilities plan showing the proposed location and types of water, wastewater and stormwater facilities, including hydrants; (c) a lighting plan; (d) a sign plan; and, (e) subdivision plan(s), if applicable. The Planning Board may solicit public comment on the Concept Plan. Any comments of the

Planning Board on the Concept Plan shall be advisory in nature only and shall be without binding effect on either the Planning Board or the Applicant.

6707. Dimensional Requirements are as found in Appendix B of the Tewksbury Zoning Bylaw.

6708. Parking Requirements are as found in Appendix C of the Tewksbury Zoning Bylaw.

Step 2: Amend Appendix A: TABLE OF USE REGULATIONS by adding a WNB column as follows:

A. RESIDENTIAL USES	WNB
1. Single-family dwelling	PB
2. Two-Family dwelling	N
3. Multi-family dwelling	N
4. Multi-family dwelling/55	N
5. Community Development Project	N
6. Cluster Development	N
7. Open Space Residential Design	N
8. Family Suite By Right	N
9. Family Suite By Special Permit	PB

B. EXEMPT AND INSTITUTIONAL USES	WNB
1. Use of land or structures for religious purposes	Y
2. Use of land or structures for educational purposes on land owned or leased by the Commonwealth or any of its agencies, subdivisions or bodies politic or by a religious sect or denomination, or by a nonprofit educational corporation	Y
3. Child care facility in existing building	Y
4. Child care facility in new building	PB
5. Use of land for the primary purpose of agriculture, horticulture, floriculture, or viticulture on a parcel of more than five (5) acres in area	Y
6. Facilities for the sale of produce, and wine and dairy products on exempt agricultural sites	Y
7. Cemeteries, private	N

8. Municipal parks and playgrounds	Y
9. Other municipal facilities	PB
10. Essential services	PB
11. Water towers and reservoirs	PB
12. Hospital	PB

C. COMMERCIAL USES	WNB
1. Nonexempt farm stand for wholesale or retail sale of products	N
2. Nonexempt educational use	PB
3. Nonexempt agricultural use	N
4. Animal clinic or hospital; kennel	N
5. Personal service establishment	PB
6. Funeral home	N
7. Hotel/motel	N
8. Bed and Breakfast	N
9. Retail food or drug store	PB
10. Retail sale of alcoholic beverages	PB
11. Retail sales not elsewhere set forth	PB
12a. Motor vehicle, motorcycle, trailer, all-terrain vehicle, snowmobile, boat or personal water craft sales, rental and leasing	N
12b. Accessory motor Vehicle rental and leasing	N
13. Motor vehicle light service; Motor vehicle general and body repair	N
14. Car wash	N
15. Garage for automotive storage	N
16. Limousine, taxicab or livery business	N
17. Automotive stereo systems installations	N
18. Restaurant	PB
19. Restaurant, fast- food or	PB

C. COMMERCIAL USES	WNB
28. Airport, airfield or airstrip	N
29. Mobile parked food service	N
30. Itinerant roadside vending	N
31. Massage parlor	N
32. Major Commercial Project	N
33. Massage Therapy (Licensed)	PB
34. Garaging or parking of one light commercial vehicle.(Accessory Use Only)	PB
35. Garaging or parking of two light commercial vehicles.(Accessory Use Only)	PB
36. Garaging or parking of three or more light commercial vehicles.(Accessory Use Only)	PB
37. Garaging or parking of one heavy commercial vehicle. (Accessory Use Only)	PB
38. Garaging or parking of two or more heavy commercial vehicles.(Accessory Use Only)	N
39. Drive-through facility	PB

drive-through	
20. Business or professional office	Y
21. Freestanding ATM or kiosk for public use	N
22. Adult day care	N
23. Indoor commercial recreation	N
24. Outdoor commercial recreation	N
25. Membership club, civic, social, professional or fraternal organization	PB
26. Adult use establishment	N
27. Wireless Communications Facility	

D. INDUSTRIAL USES	WNB
1. Removal of loam, sand or gravel	N
2. Research laboratories, manufacture of equipment, electronics industry, assembling of electrical appliances	PB(1)
3. Welding shop	PB(1)
4. Machine shop	PB(1)
5. Stone or monument works	N
6. Ceramic products manufactured by electrical kilns	N
7. Manufacturing	PB(1)
8. Sale of products at retail manufactured on the premises	PB(1)
9. Wholesale, warehouse, self-storage mini-warehouse, or distribution facility	PB(1)
10. Farm supply warehouse	N
11. Heating fuel storage and sales	N
12. Contractor's yard or landscaping business	N
13. Junkyard or automobile salvage yard	N
14. Transportation or freight terminal	N
15. Truck stop	N
16. Steel Fabrication	N

Step 3: Amend Appendix B TABLE OF DIMENSIONAL REQUIREMENTS BY ADDING WNB as follows:

DISTRICT	Min. Lot Area (acre)	Min. Frontage (ft.)	Min. front yard (ft.)	Min. side and rear yard (ft.)	Max. Building Height (stories/ ft.)	Max. Building Coverage (% of lot)
WNB	1.0	150	25	15	2.5/35	15

Step 4: Amend Section 2100 Establishment by adding:

Westside Neighborhood Business District (WNB)

Step 5: Amend Section 3110 as follows where underlined text is new language:

3110. Symbols. Symbols employed in the Table of Use Regulations shall mean the following:

- Y - Permitted as of right
- N - Prohibited
- SP - Special Permit/Board of Appeals
- PB - Special Permit/Planning Board
- BOS - Special Permit/Board of Selectmen
- ACC - Accessory Use Only

PB(1)- Westside Neighborhood Business District- Special Permit/ Planning Board Westerly side of Woburn Street only.

Step 6: Amend the Tewksbury Zoning Map by changing the highlighted area from Heavy Industrial HI to Westside Neighborhood Business District (WNB):



Planning Board

The Moderator informed Town Meeting members that in Article 41, the proposed Westside Neighborhood Business District, there are six steps to the article. The listing of steps 1-6 are for ease of understanding and are not part of the text of the article and will not be inserted into the Zoning Bylaw as Step 1, Step 2, Step 3, Step 4, and Step 5. Step 6 amends the Zoning Map.

Motion: The Finance Committee defers to the Planning Board
Planning Board Chairman, Stephen Johnson motioned to Adopt Article 41

Vote: Article 41 was Adopted Unanimously 33 Yes/ 0 No (2/3 required) 8:08PM 5/6/15

Executive Summary: This article meets the Land Use Goal from the 2003 Master Plan by reducing conflicts between industrial zones and adjacent neighborhoods and reorganizes allowed and special permitted uses to strengthen the Town's discretionary powers over uses that are likely to conflict with adjacent residential land uses. The Woburn Street Corridor Study completed by Northern Middlesex Council of Governments in 2011 recommends modifying zoning to allow for additional commercial support services that meet the needs of office and industrial uses as well as addressing potential conflicts between industrial and residential uses through downzoning and transitional zoning.

ARTICLE 42

To see if the Town will vote to amend the Tewksbury Zoning Bylaw by deleting Section 7600—Multiple Family Dwellings in the Senior Village District/55 (SVD/55) in its entirety.

Planning Board

Motion: The Finance Committee defers to the Planning Board
Planning Board Chairman, Stephen Johnson motioned to Adopt Article 42

Vote: Article 42 was Adopted Unanimously 27 Yes/ 0 No (2/3 required) 8:09 PM 5/6/15

Executive Summary: The Community Village Overlay District has replaced this district at the intersection of North Street and Andover Street.

ARTICLE 43

To see if the Town will vote to amend the Zoning Bylaw Section 8402 by making the changes noted below where additions are identified as underlined and deletions are strikethroughs.

8402. Scope of Authority. The Interstate Overlay District is an overlay district that may be superimposed on all Heavy Industrial (HI) and Commercial (COM) zoning districts. All uses permitted in the underlying Heavy Industrial (HI) and Commercial (COM) Districts shall be allowed in the Interstate Overlay District as further described in Appendix A: Table of Use Regulations subject to said existing by-right and special permit requirements. The following additional uses shall also be allowed in the Interstate Overlay District upon the issuance of a Special Permit from the Planning Board: (a) Automotive Refueling Station and accessory uses incidental thereto; (b) Car Wash; and, (c) ~~Garaging and Towing of Motor Vehicles; and, (d) Motor Vehicle Rental or Leasing Agencies, as an accessory use only.~~

In implementing the provisions of ~~this~~ Section ~~8000~~ 8400, the Planning Board may approve, pursuant to the provisions of ~~this~~ Section ~~8000~~ 8400, not more than one (1) additional Special Permit for the operation of an Automotive Refueling Station during any subsequent calendar year, January 1 – December 31. Such approvals shall be in addition to those Automotive Refueling Stations (a/k/a Gas Stations) existing on the effective date of this Zoning Bylaw that are authorized by Special Permit or do otherwise exist on said date as an authorized grandfathered use. The establishment of this limitation shall not be deemed to impair or prevent the renewal of any license, special permit, or other governmental approval necessary to operate and maintain an Automotive Refueling Station use granted prior to the effective date of ~~this~~ Section ~~8000~~ 8400.

Planning Board

Motion: The Finance Committee defers to the Planning Board
Planning Board Chairman, Stephen Johnson motioned to Adopt Article 24

Vote: Article 24 was Adopted Unanimously 78 Yes/ 0 No (2/3 required) 8:11 PM 5/6/15

Executive Summary: As the Interstate Overlay District is near interstate interchanges, there are some instances where the land is zoned commercial that are acceptable to the uses proposed.

ARTICLE 44

To see if the Town will vote to amend the Zoning Bylaw by making the changes noted below where strikethroughs are deletion of text and underlined words are additions:

8610. Parking Requirements. The parking requirement for any use in the TCOB shall be the same as ~~in the underlying zoning classification~~ required in Appendix C: Table of Parking Requirements. The Planning Board may reduce the required number of parking spaces in the TCOB based on the following considerations:

The availability of shared parking on another property. The Board may require a shared parking agreement to be submitted as part of the application for development.

The availability of public transportation.

8630. Parking Requirements. The parking requirement for any use in the ~~CSOB VMOD~~ shall be the same as ~~in the underlying zoning classification~~ required in Appendix C: Table of Parking Requirements. The Planning Board may reduce the required number of parking spaces in the VROB based on the following considerations:

The availability of shared parking on another property. The Board may require a shared parking agreement to be submitted as part of the application for development.

The availability of public transportation.

8650. Parking Requirements. The parking requirement for any use in the VMOD shall be the same as ~~in the underlying zoning classification~~ required in Appendix C: Table of Parking Requirements. The Planning Board may reduce the required number of parking spaces in the VMOD based on the following considerations:

The availability of shared parking on another property. The Board may require a shared parking agreement to be submitted as part of the application for development.

The availability of public transportation.

8670. Parking Requirements. The parking requirement for any use in the SVOD shall be the same as ~~in the underlying zoning classification~~ required in Appendix C: Table of Parking Requirements. The Planning Board may reduce the required number of parking spaces in the SVOD based on the following considerations:

The availability of shared parking on another property. The Board may require a shared parking agreement to be submitted as part of the application for development.

The availability of public transportation.

8690. Parking Requirements. The parking requirement for any use in the CVOD shall be the same as ~~in the underlying zoning classification~~ required in Appendix C: Table of Parking Requirements except for Assisted Living Facilities and Elderly Congregate Living Facilities which shall provide parking in accordance with Section 7442. The Planning Board may reduce the required number of parking spaces in the CVOD based on the following considerations:

1. The availability of shared parking on another property. The Board may require a shared parking agreement to be submitted as part of the application for development.
2. The availability of public transportation.

Planning Board

Motion: The Finance Committee defers to the Planning Board
Planning Board Chairman, Stephen Johnson motioned to Adopt Article 44

Vote: Article 44 was Adopted Unanimously 23 Yes/ 0 No (2/3 required) 8:12 PM 5/6/15

Special Town Meeting

May 6, 2015

Tewksbury Memorial High School
320 Pleasant Street
Special Town Meeting
May 6, 2015

Moderator Jerome Selissen called to order the May 6, 2015 Special Town Meeting at 7:00 PM given that a quorum of voters was present and a properly served and returned warrant was in possession.

The Moderator reminded those who have cell phones to turn them off or to put them on vibrate.

Mr. David Aznavoorian, Chairman of the Finance Committee, will make the first motion on every article unless the Finance Committee is deferring to another board.

On Wednesday May 6, 2015, there were 62 voters and 11 visitors in attendance.

Moderator Selissen welcomed Representative James Miceli and Senator Barbara L'Italien and invited them to briefly speak to the Assembly regarding current issues that they are working on in their respective roles.

Finance Committee Chairman, David Aznavoorian, motioned to Waive the Reading of the Warrant Articles and this motion was Adopted. 7:00 PM 5/6/15

Finance Committee Chairman, David Aznavoorian, motioned to Adjourn the May 6, 2015 Special Town Meeting Sine Die, and this motion was Adopted. 7:12 PM 5/6/15

APPROPRIATION CERTIFICATE - SPECIAL TOWN MEETING – MAY 6, 2015

Chief Assessor, Finance Director, Treasurer, Collector, Town Manager, Board of Selectmen, and Finance Committee: Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify to the funds appropriated at the Special Town Meeting, convened by proper Warrant, on May 6, 2015.

ARTICLE		FREE CASH	OTHER AVAILABLE FUNDS	MEMO
1	FY15 BUDGET TRANSFER			180,200 within FY15 budget
2	REVALUATION		100,000.00	STABILIZATION
3	SNOW & ICE	600,000.00		
4	FY 14 OUTSTANDING BILLS			2,510.06
5	DPW VOLVO LOADER REALLOCATION			14,918.00
TOTALS		600,000.00	100,000.00	

FREE CASH **\$600,000.00**

OTHER AVAILABLE FUNDS **\$100,000.00**

ATTEST:

DENISE GRAFFEO
TOWN CLERK

ARTICLE 1

To see if the Town will vote to transfer the following sums of money; or take any action related thereto:

FROM:	AMOUNT:
Unclassified: Fire and Liability Insurance	27,450
Accountant Salary	8,443
Accountant Operating	2,500
Assessors Salaries	1,200
Treasurer/Tax Collector	2,000
Board of Health Salaries	12,820
Community Development Salaries	5,000
Emergency Management Salaries	4,637
Emergency Management Operating	4,200
Cable Salaries Part-Time	2,160
DPW Highway Salaries	15,000
DPW Fleet Salaries	4,500
Solid Waste Operating	3,290
Town Health Insurance	87,000
Total	\$180,200
TO:	
Veterans Benefits	30,000
Street Lights	9,000
Town Unemployment	5,200
Fire Overtime	136,000
Total	\$180,200

Town Manager

Motion: The Finance Committee motioned to Adopt Article 1

Vote: Article 1 was Adopted Unanimously 7:01 PM 5/6/15

Executive Summary: This article is a regular Special Town Meeting article where the Town transfers funds from accounts with a projected surplus to accounts with a projected deficit or to accounts to allow for the purchase of needed items or services.

ARTICLE 2

To see if the Town will vote to transfer from the Stabilization Fund the sum of \$100,000 to be expended by the Town Manager for the following purposes; or take any action relative thereto.

Real and Personal Property Revaluation	100,000
--	---------

Town Manager

Motion: The Finance Committee motioned to Adopt Article 2

Vote: Article 2 was Adopted Unanimously 25 Yes/ 0 No (2/3 Required) 7:02 PM 5/6/15

Executive Summary: This article allows the Town to utilize funds from the Stabilization Fund to fund the three (3) year Department of Revenue mandated revaluation of all Town Real and Personal Property.

ARTICLE 3

To see if the Town will vote to transfer from the certified General Fund Free Cash the sum of \$600,000 to the D.P.W. Fiscal Year 2015 Snow and Ice Budget; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 3

Vote: Article 3 was Adopted Unanimously 7:03 PM 5/6/15

Executive Summary: This article utilizes Free Cash certified as of July 1, 2014 to fund Department of Public Works - Snow and Ice due to the amount of snow and ice events during the winter which exceeded the amount budgeted.

ARTICLE 4

To see if the Town will vote to transfer from the following Fiscal Year 2015 budgets to pay for the following outstanding bills from the previous year; or take any action relative thereto.

From Account:	Outstanding Bill:	
Recreation - Operating	Barry's Auto Supply	93.07
Street Lights	Constellation	2,416.99
	Total	\$2,510.06

Town Manager

The Moderator noted a Scrivener's error on page 4 of the Warrant. Item #2 in the From Account: column should read Street Lights instead of Town Hall – Utilities - and there were no objections.

Motion: The Finance Committee motioned to Adopt Article 4

Vote: Article 4 was Adopted Unanimously 27 Yes/ 0 No (9/10 Required) 7:05 PM 5/6/15

Executive Summary: According to Massachusetts General Laws, bills that are late must be approved by Town Meeting before payment. This article authorizes the charges to be paid.

ARTICLE 5

To see if the Town will vote to re-allocate \$14,918 or any amount remaining from the original appropriation of \$353,590.00 as approved at the October 7, 2014 Special Town Meeting for Article 4 specifically concerning the DPW Highway Volvo Loader and DPW Holder Tractor with Boom and Snow Blower Attachments. This re-allocation of funds shall be for the purpose of purchasing attachments for equipment; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 5

Vote: Article 5 was Adopted 7:05 PM 5/6/15

Executive Summary: At Special Town Meeting in October 2014, funds were approved to purchase a new DPW Highway Volvo Loader 179,900 DPW Holder Tractor with Boom and Snow Blower Attachments. The \$353,900 appropriation for these vehicles has a balance of \$14,918 and this article is asking the Town for approval to use those remaining funds to purchase attachments for D.P.W. equipment.

ARTICLE 6

To see if the Town will vote to authorize the Board of Selectmen to grant an easement to National Grid and its successor's and assigns for the purpose of placing and maintaining a pole and underground cables, wires and conduit with the necessary appurtenances which would provide for the electric transmission in, on and over a certain parcel of land to service the Town Hall Town Hall Annex and Central Fire Station owned by the Town and described below:

1009 Main Street, Tewksbury, Massachusetts

Parcel of land shown on Map 47, block 90. Recorded Deed, Page at the Middlesex North District Registry of Deeds, Lowell Massachusetts.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 6

Vote: Article 6 was Adopted Unanimously

7:06 PM

5/6/15

Executive Summary: This article requests the Town authorize an easement for National Grid for new electric service to the Town Hall, Town Hall Annex and Central Fire Station.

ARTICLE 7

To see if the Town will vote to authorize the Board of Selectmen to petition the State Legislature to amend Section 3 of chapter 251 of the acts of 2002 by striking out the first paragraph and inserting in place thereof the following paragraph:

The consideration for the conveyances authorized by sections 1 and 2 shall be \$60,000, the difference between the full and fair market value of parcels (1) and (3) at the time of initial independent appraisal in 2005 and the full and fair market value of parcels (2) and (4) at the time of initial independent appraisal in 2005.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 7

Vote: Article 7 was Adopted Unanimously

7:06 PM

5/6/15

Executive Summary: This article seeks legislation to utilize the original appraisal figure for the transfer of Cemetery Land, Town Land, and State Land for the expansion of the Cemetery located on East Street.

Finance Committee Chairman, David Aznavoorian motioned to Adjourn the May 7, 2014 Special Town Meeting Sine Die, and this motion was Adopted.

7:12 PM

5/6/15

RESPECTFULLY SUBMITTED:

DENISE GRAFFEO, TOWN CLERK

Special Town Meeting

October 6, 2015

Tewksbury Memorial High School
320 Pleasant Street
October 6, 2015 Special Town Meeting

Moderator Jerome Selissen called to order the October 6, 2015 Special Town Meeting at 7:00 PM given that a quorum of voters was present and a properly served and returned warrant was in possession.

Fire Chief, Michael Hazel led the Assembly in the Pledge of Allegiance.

The Moderator made the following announcements:

The Tewksbury Education Foundation is currently selling tickets to their 4th Annual Silent and Live School Wide Auction to be held on Friday, November 20th at 7:00 PM at the Tewksbury Country Club. Tickets may be purchased at the Community Services Offices at the Center School or online at Community Pass. Proceeds from this year's auction will support STEAM (Science, Technology, Engineering, Arts and Math) initiatives for all the schools.

On Wednesday, October 14th at 5:00 PM at the Tewksbury Country Club, the Lyons Club will be hosting a spaghetti dinner. One hundred percent of the proceeds will be donated to the Tewksbury Community Pantry.

The Moderator reminded those who have cell phones to turn them off or to put them on vibrate. Moderator Selissen also explained the importance of being respectful towards one another and warned that personal attacks will not be tolerated.

Moderator Selissen noted the following Scrivener's errors relative to Articles 8, 9, 18 & 19 in the Warrant and there were no objections:

Page 5 - Article 8, in the Executive Summary, Assessors Overlay Reserve should read Certified Free Cash

Page 5 - Article 9, in the Executive Summary, \$166 million should read \$161 million

Page 8 - Article 18, in the paragraph Y(1) "Permitted use" should read "Permitted as of right"

Page 8 - Article 19, in the second paragraph, fifth line "be acceptance of a deed" should read "by acceptance of a deed"

On Tuesday, October 6, 2015, there were 196 voters and 24 visitors in attendance.

Finance Committee Chairman, Raymond Lisiecki, motioned to Waive the Reading of the Warrant Articles and this motion was Adopted. 7:06 PM 10/6/15

Board of Selectmen Chairman, Todd Johnson motioned to postpone the discussion and vote on Article 14 to a time certain immediately after Article 19, and this motion was Adopted 7:48 PM 10/6/15

To give time for Warren Carey to clarify the wording of his motion to Amend Article 15, Moderator Selissen called for a recess at 8:07 PM. Town Meeting reconvened at 8:17 PM.

Finance Committee Chairman, Raymond Lisiecki motioned to Adjourn the October 6, 2015 Special Town Meeting Sine Die, and this motion was Adopted. 8:54 PM 10/6/15

APPROPRIATION CERTIFICATE – SPECIAL TOWN MEETING –OCTOBER 6, 2015

Chief Assessor, Finance Director, Treasurer, Collector, Town Manager, Board of Selectmen, and Finance Committee: Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify to the funds appropriated at the Special Town Meeting, convened by proper Warrant, on October 6, 2015.

ARTICLE		RAISE & APPROPRIATE	TRANSFER FROM FREE CASH	CPA RESERVE	WATER ENTER RETAINED	SEWER ENTER RETAINED	BORROW	MEMO	
1	FY16 Budget	1,137,871.00							
2	Fire Collective Bargaining	117,000.00							
3	Outstanding FY 15 Invoices	30,214.54							
4	Water/Sewer Dept. Utility Truck				65,000.00	65,000.00			
5	Town One Time Expenditures		220,000.00						
6	School One Time Expenditures		207,500.00						
7	Furniture for Schools							41,815.85	Re-Allocation of Funds Art. 6 10/7/14 STM
8	Senior/Veteran Tax Relief Work Program		10,000.00						
9	OPEB		350,000.00						
10	Stabilization Fund		1,637,157.00						
11	Strong Field Rehab			202,125.00					
12	Livingston Street Fence Repair			200,000.00					
13	Sutton Brook Landfill Remediation						5,000,000.00		
TOTALS		1,285,085.54	2,424,657.00	402,125.00	65,000.00	65,000.00	5,000,000.00	41,815.85	

Raise & Appropriate \$1,285,085.54

Transfer From Free Cash \$2,424,657.00

CPA Reserve \$402,125.00

Water Enterprise Retained \$65,000.00

Sewer Enterprise Retained \$65,000.00

Borrow \$5,000,000.00

Memo

\$41,815.85

ATTEST:

DENISE GRAFFEO, TOWN CLERK

ARTICLE 1

To see if the Town will vote to raise and appropriate the sum of \$1,137,871 to fund the following Fiscal Year (FY2016) Budgets; or take any action relative thereto.

School Budget Salaries	\$18,607
School Budget Operating	\$102,532
School Budget Capital Outlay	\$200,000
School Budget Health Insurance	\$360,567
COA Operating	\$31,000
Police Capital Outlay	\$28,735
Fire Salaries	\$118,117
Fire Operating	\$31,000
Computer Services Capital Outlay	\$10,000
Town Hall Annex Capital Outlay	\$10,000
Community Development Operating	\$75,000
DPW Administration Salaries	\$10,313
DPW Administration Capital Outlay	\$10,000
DPW Fleet Maintenance Capital Outlay	<u>\$132,000</u>
Total Raise and Appropriate	\$1,137,871

Town Manager

Motion: The Finance Committee motioned to Adopt Article 1; raise and appropriate \$1,137,871 for the purpose of the article

Vote: Article 1 was Adopted Unanimously 7:06 PM 10/6/15

Executive Summary: This article raises and appropriates funds to FY2016 Budgets. The additional funds are available since State and Local revenue will be higher than projected.

ARTICLE 2

To see if the Town will vote to raise and appropriate \$117,000 to fund and implement the Collective Bargaining Agreement between the Town and the International Association of Firefighters AFL-CIO, Tewksbury Firefighters Local 1647 beginning July 1, 2015; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 2; raise and appropriate \$117,000 for the purpose of the article

Vote: Article 2 was Adopted Unanimously 7:07 PM 10/6/15

Executive Summary: The intent of this article is to appropriate funds for a new labor agreement with the International Association of Firefighters AFL-CIO, Tewksbury Firefighters Local 1647 and implement the labor agreement and distribute funds in Fiscal Year 2016.

ARTICLE 3

To see if the Town will vote to raise and appropriate the sum \$30,214.54 to Fiscal Year 2015 budgets in order to pay for the following outstanding bills from the previous year; or take any action relative thereto.

Merrimack Education Collaborative	\$28,590.17
Ingram Library Services	\$921.23
National Grid	\$112.65
National Grid	\$258.06
New England Office Supply	<u>\$332.43</u>
Total	\$ 30,214.54

Town Manager

Motion: The Finance Committee motioned to Adopt Article 3; raise and appropriate \$30,214.54 for the purpose of the article

Vote: Article 3 was Adopted Unanimously 121 Yes/ 0 No (9/10 Required) 7:10 PM 10/6/15

Executive Summary: According to Massachusetts General Laws, bills that are late must be approved by Town Meeting before payment. This article authorizes the charges to be paid.

ARTICLE 4

To see if the Town will vote to transfer the sum of \$65,000 from Water Enterprise Fund Retained Earnings and \$65,000 from Sewer Retained Earnings to be expended by the Town Manager to purchase a Utility Truck w/crane and box; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 4; transfer \$65,000 from Water Enterprise Fund Retained Earnings and \$65,000 from Sewer Enterprise Fund Retained Earnings for the purpose of this article

Vote: Article 4 was Adopted 7:11 PM 10/6/15

Executive Summary: This article allows the Town to utilize funds from both Water and Sewer Retained Earnings that were considered available as of July 1, 2015, to purchase a Utility Truck w/crane and box for use by the Water and Sewer Divisions for pump station maintenance. The cost of the vehicle is \$130,000.

ARTICLE 5

To see if the Town will vote to transfer from the certified General Fund Free Cash a sum of \$220,000 to be expended by the Town Manager to fund the following; or take any action relative thereto.

Hazardous Material Removal and Demolition Former Police Station	\$100,000
Backhoe with Attachments and Accessories	<u>\$120,000</u>
Total	\$220,000

Town Manager

Motion: The Finance Committee motioned to Adopt Article 5; transfer \$220,000 from certified General Fund Free Cash for the purpose of this article

Vote: Article 5 was Adopted Unanimously 7:13 PM 10/6/15

Executive Summary: This article transfers funds from certified free cash for the demolition of the former police station including hazardous material removal and all related site work. In addition to these funds, a previous warrant article appropriated \$50,000 for this work, but based upon projected costs it was not sufficient and further funding was needed. This article also funds the purchase of a new backhoe with attachments and accessories for the DPW Highway Division.

ARTICLE 6

To see if the Town will vote to transfer from the certified General Fund Free Cash the sum of \$207,500 for School Department Capital Expenditures; or take any action relative thereto.

Pickup Truck with Plow	\$49,000
Water Boilers for the Wynn and Ryan Schools	\$70,000
Pipe work at Dewing	\$15,000
Water tank for back of truck	\$3,500
Wynn Presentation Systems in the classroom	\$20,000
Center School Feasibility and Conditions Study	<u>\$50,000</u>
Total	\$207,500

Town Manager

Motion: The Finance Committee motioned to Adopt Article 6; transfer \$207,500 from certified General Fund Free Cash for the purpose of this article

Vote: Article 6 was Adopted 7:20 PM 10/6/15

Executive Summary: Funds will be used to purchase the following: A new truck with plow and sander; new hot water heaters for both the Ryan and Wynn School which are past their useful life and need to be replaced; Pipe replacement at the Dewing School; a water tank for the back of a truck to supplement the watering of the islands and trees at Tewksbury Memorial High School; a new presentation system at the Wynn Middle School to upgrade the 10 year old computer systems that operate Smartboards in each classroom; to fund a feasibility and conditions study of the Center School.

ARTICLE 7

To see if the Town will vote to re-allocate \$41,815.85 or any amount remaining from the original appropriation of \$90,000.00 as approved at the October 7, 2014 Special Town Meeting for Article 6 concerning Cafeteria Tables for four Elementary Schools. This re-allocation of funds shall be for the purpose of purchasing furniture for all Schools; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 7; reallocate \$41,815.85 from the original appropriation of \$90,000 for the purpose of the article

Vote: Article 7 was Adopted Unanimously 7:21 PM 10/6/15

Executive Summary: At the Special Town Meeting in October 2014, funds were approved to purchase Cafeteria Tables for the four Elementary Schools. The \$90,000 appropriation has a balance of \$41,815.85 and this article is asking the Town for approval to use those remaining funds to purchase furniture for all Schools.

ARTICLE 8

To see if the Town will vote to transfer from certified General Fund Free Cash the sum of \$10,000 to be expended by the Town Manager to fund a Senior Tax Relief Work Program and a Veterans Tax Relief Program; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 8; transfer \$10,000 from certified General Fund Free Cash for the purpose of the article

Vote: Article 8 was Adopted Unanimously 7:22 PM 10/6/15

Executive Summary: This article allows the Town to utilize funds considered surplus from certified General Fund Free Cash to fund a Senior Tax Relief Program/Veterans Tax Relief Program that allows eligible Senior Citizens /Veterans of the Town to work for Town and School offices and receive a reduction in their property tax bill.

ARTICLE 9

To see if the Town will vote to transfer from the certified General Fund Free Cash the sum of \$350,000 to the Other Post Employment Benefit (OPEB) Account; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 9; transfer \$350,000 from certified General Fund Free Cash for the purpose of the article

Vote: Article 9 was Adopted Unanimously 7:22 PM 10/6/15

Executive Summary: Funds will be transferred from Free Cash certified as of July 1, 2015 into the Other Post Employment Benefit Account to fund the Town's outstanding unfunded liability of \$161 million for Retiree Health Insurance.

ARTICLE 10

To see if the Town will vote transfer the sum of \$1,637,157 from certified General Fund Free Cash to the Town Stabilization Fund; or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 10; transfer \$1,637,157 for the purpose of the article

Vote: Article 10 was Adopted 125 Yes/ 25 No (2/3 Required = 100) 7:29 PM 10/6/15

Executive Summary: This article seeks approval to be set aside these funds in the Stabilization Fund and used for future emergencies or one time purchases or projects.

ARTICLE 11

To see if the Town of Tewksbury will vote to appropriate and transfer the sum of \$202,125 from the Tewksbury Community Preservation Fund to Rehabilitate Strong Field at Tewksbury Memorial High School, 320 Pleasant Street.

To fund this Rehabilitation of a Recreation Use, \$202,125 shall be transferred from the Tewksbury Community Preservation Undesignated Reserve Fund.

Pursuant to Massachusetts General Laws Chapter 44B or any other enabling authority, said funds are to be expended under the direction of the Town Manager and the Community Preservation Committee; or take any other action thereto.

Community Preservation Committee

Motion: The Finance Committee motioned to Adopt Article 11; appropriate and transfer \$202,125 from the Tewksbury Community Preservation Fund for the purpose of the article.
The Community Preservation Committee recommended Adoption

Vote: Article 11 was Adopted Unanimously 7:40 PM 10/6/15

Executive Summary: The Tewksbury School Department and the CPC request approval of CPA funds to rehabilitate Strong Field, the High School baseball field, including replacing the fencing and back stop, improving the infield clay, grass and pitching mound, replacing the bleachers with ADA accessible seating and modifying the outfield for use by other sports programs, such as field hockey and lacrosse. The current condition of the site is unsafe and prohibits full use of the facility due to its condition. The proposed fencing will be the black vinyl-coated type similar to those in the other areas of the High School Complex.

ARTICLE 12

To see if the Town of Tewksbury will vote to appropriate and transfer the sum of \$200,000 from the Tewksbury Community Preservation Fund to Rehabilitate Livingston Street Recreation Area Fences.

To fund this Rehabilitation of a Recreation Use, \$100,000 shall be transferred from the Tewksbury Community Preservation Open Space Reserve Fund and \$100,000 shall be transferred from the Tewksbury Community Preservation Undesignated Reserve Fund.

Pursuant to Massachusetts General Laws Chapter 44B or any other enabling authority, said funds are to be expended under the direction of the Town Manager and the Community Preservation Committee; or take any other action thereto.

Community Preservation Committee

Motion: The Finance Committee motioned to Adopt Article 12; appropriate and transfer \$200,000 from the Tewksbury Community Preservation Fund for the purpose of the article.
The Community Preservation Committee recommended Adoption

Vote: Article 12 was Adopted Unanimously 7:41 PM 10/6/15

Executive Summary: The Town Manager as the Parks Director and the CPC request approval of CPA funds to rehabilitate the Livingston Street Recreation Area by replacing fencing on the following athletic fields; Obdens, Antonelli, Memorial, Earnest, Millett and the Lacrosse Field, under the direction of the Town Manager, DPW and Town staff. These athletic fields serve several male and female town leagues and school teams. The current condition of the fences and backstops are in an unsafe condition. The proposed fencing will be the black vinyl-coated type similar to those at the existing tennis, basketball and Funway Park areas at Livingston Street.

ARTICLE 13

To see if the Town will vote to appropriate the sum of \$5,000,000 to be expended by the Town Manager for the cost of construction and engineering for the closure and remediation of the Sutton Brook Landfill, and for the payment of all costs incidental and related thereto, and to determine whether such amount should be raised by taxation, by transfer from available funds, by borrowing or by any combination of the foregoing; and, if by borrowing, the Town Treasurer, with the approval of the Selectmen, is hereby authorized to borrow said sum under and pursuant to Chapter 44 Section 8 (21) of the Massachusetts General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore; or take any action relative thereto.

The motion to be presented shall read:

Motion: That the Town hereby appropriates the sum of \$5,000,000 to be expended by the Town Manager for the cost of construction and engineering for the closure and remediation of the Sutton Brook Landfill, and for the payment of all costs incidental and related thereto, and that to meet this appropriation the Town Treasurer, with the approval of the Selectmen, is hereby authorized to borrow said sum under and pursuant to Chapter 44, Section 8(21), of the Massachusetts General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 13; appropriate \$5,000,000 for the purpose of the article.

Vote: Article 13 was Adopted Unanimously 145 Yes/ 0 No (2/3 Required) 7:46 PM 10/6/15

Executive Summary: This article authorizes the Town to borrow \$5,000,000 for the cost of construction and engineering for the closure and remediation of the Sutton Brook Landfill. In accordance with the agreement signed in 2009 with the potentially responsible parties, which requires the Town to authorize this amount.

ARTICLE 14

To see if the Town will vote to amend the Personnel By-Law, Section III (e) wage schedule by amending Addendum D as follows:

Outreach Worker: Delete \$10.69 and add Minimum \$14.00 – Maximum \$17.00

Activities Coordinator: Delete \$13.64 and add Minimum \$13.00 – Maximum \$16.00

Add Nutrition Aide Minimum \$11.00 – Maximum \$15.00

or take any action relative thereto.

Town Manager

Motion: Board of Selectmen Chair, Todd Johnson motioned to postpone the vote on Article 14 to a time certain; after Article 19

The Finance Committee motioned to Adopt Article 14

Vote: The motion to Postpone the Vote on Article 14 to a time certain after Article 19 was Adopted 7:48 PM 10/6/15

Article 14 was Adopted by Secret Ballot 110 Yes/ 23 No 8:53 PM 10/6/15
(Secret Ballot required pursuant to Town Bylaw 2.04.200)

Executive Summary: The Article seeks to adjust the pay scale for the Outreach Worker and Activities Coordinator in Addendum D of the Personnel By-Law and adds a new position of Nutrition Aide.

ARTICLE 15

To see if the Town will vote to authorize the Board of Selectmen to submit a Home Rule Petition to the General Court of the Commonwealth of Massachusetts that if enacted would amend the Town's Special Act Charter by deleting the third sentence of Section 5A which reads:

"He need not be a resident of the town or of the commonwealth when appointed, but shall become a resident of the town or live within a ten mile radius of the town during the first year of his appointment,"

or take any action relative thereto.

Board of Selectmen

Motion: The Finance Committee motioned to Adopt Article 15
Warren Carey motioned to Amend Article 15

Vote: The Amendment was Adopted 8:20 PM 10/6/15
Article 15 was Adopted as Amended 119 Yes/ 22 No (2/3 Required = 94) 8:23 PM 10/6/15

AMENDMENT: To see if the Town will vote to authorize the Board of Selectmen to submit a Home Rule Petition to the General Court of the Commonwealth of Massachusetts that if enacted will amend the Town's Special Act Charter by deleting the word ten and substituting the word fifty in the third sentence of Section 5A

ARTICLE 15 AS AMENDED: To see if the Town will vote to authorize the Board of Selectmen to submit a Home Rule Petition to the General Court of the Commonwealth of Massachusetts that if enacted will amend the Town's Special Act Charter by deleting the word ten and substituting the word fifty in the third sentence of Section 5A which reads:

"He need not be a resident of the town or of the commonwealth when appointed, but shall become a resident of the town or live within a fifty mile radius of the town during the first year of his appointment,"

Executive Summary: The Article seeks Town approval to petition the State Legislature amend the Town Charter to remove the requirement the Town Manager live within a 10 mile radius of the Town.

ARTICLE 16

To see whether the Town will vote to accept Massachusetts General Laws, Chapter 59, Section 5, Clause 5C (Chapter 61 of the Acts of 2008); or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 16
Commander of American Legion Post 259 Paul McNaught supported Adoption

Vote: Article 16 was Adopted Unanimously 8:25 PM 10/6/15

Executive Summary: This article provides for an exemption of up to \$1,500,000 in value for eligible non-profit Veterans organizations.

ARTICLE 17

To see if the Town will vote to transfer a Town owned parcel identified as Map 92 Lot 33 to the Tewksbury Conservation Commission to allow for protection under Article 97 of Commonwealth Constitution.

Town Manager

Motion: The Finance Committee deferred to the Conservation Commission
The Conservation Commission recommended Adoption of Article 17

Vote: Article 17 was Adopted Unanimously 83 Yes/ 0 No (2/3 Required) 8:29 PM 10/6/15

Executive Summary: The purpose of this article is to more specifically place the above mentioned parcel under control of the Tewksbury Conservation Commission and have this parcel protected in perpetuity under Article 97. At Town Meeting in 2004, Town residents voted to put a conservation restriction on this parcel due to the findings of a Wildlife Habitat Study that found two vernal pools on the property.

ARTICLE 18

To see if the Town will vote to amend the Tewksbury Zoning Bylaw by taking the following steps:

Step 1: Amend Appendix A: TABLE OF USE REGULATIONS by changing the use allowed as set forth in the WNB column as follows:

C. 32 change N to PB(1)
C. 37 change SP to Y
C. 38 change N to Y(1)
D. 2 change PB(1) to Y(1)
D. 3 change PB(1) to Y(1)
D. 4 change PB(1) to Y(1)
D. 16 change N to PB(1)

Step 2: Amend Section 3110 as follows where underlined text is new language:

PB(1) – Westside Neighborhood Business District – Special Permit/Planning Board Westerly side of Woburn Street and Parcels of land on the Easterly side of Woburn Street that abut the Town of Billerica /Town of Tewksbury Town Line and Parcels that are immediate abutters to said Parcels only.

Y(1) – Westside Neighborhood Business District – Permitted use as of right Westerly side of Woburn Street and Parcels of land on the Easterly side of Woburn Street that abut the Town of Billerica /Town of Tewksbury Town Line and Parcels that are immediate abutters to said Parcels only.

Planning Board

Motion: The Finance Committee deferred to the Planning Board
The Planning Board recommended Adoption of Article 18

Vote: Article 18 was Adopted Unanimously 63 Yes/ 0 No (2/3 Required) 8:36 PM 10/6/15

Executive Summary: This article amends the recently approved Westside Neighborhood Business District by allowing commercial and industrial uses to the larger commercial/ industrial parcels that are on the east side of Woburn Street abutting the Town of Billerica and immediate abutters to those parcels.

ARTICLE 19

To see if the town will vote, pursuant to Massachusetts General Laws Chapter 82, Sections 21-24, as amended, and any other applicable statutes, to accept the laying out as a town way by order of the Board of Selectmen:

A certain parcel of land situated in Tewksbury, Middlesex County, Massachusetts shown as Crystal Circle (formerly referred to as Crystal Avenue) on a plan entitled, "Street Acceptance Plan, Crystal Circle, Tewksbury, MA dated January 20, 2015, prepared by Cuoco & Cormier Engineering Associates, Inc., 170 Main St., Unit 212, Tewksbury, MA 01876," a copy of which plan has been filed with the office of the Town Clerk and the Department of Community Development; and such plan is referred to for more particular description and to authorize the Board of Selectmen to take by eminent domain or by acceptance of a deed, an easement, or in fee; or take any other action relative thereto.

Petitioner: John O'Neil and Others

Motion: The Finance Committee motioned to Adopt Article 19

Vote: Article 19 was Adopted 8:38 PM 10/6/15

Executive Summary: The purpose of this article is to accept Crystal Circle as a public way (Town Street).

Finance Committee Chairman, Raymond Lisiecki motioned to Adjourn the October 6, 2015 Special Town Meeting Sine Die, and this motion was Adopted. 8:54 PM 10/6/15

RESPECTFULLY SUBMITTED:

DENISE GRAFFEO,
TOWN CLERK

ADMINISTRATION

*Board of Selectmen
Administrative Services
Parking Clerk*

*Town Manager
Board of Registrars
Town Clerk
Department of Public Works*

*Town Counsel
Housing Authority
Veteran's Services*

Board of Selectmen

During 2015, the Board of Selectmen held regular meetings every two weeks except for July and August when they met monthly. Meetings were held in the temporary Town Hall, located in the historic Pike House on Main Street. This was required due to the ongoing renovation of Tewksbury Town Hall. In late 2015, the renovated Town Hall reopened and the town offices moved back into the building. The board co-hosted a dedication ceremony and open house in the new building.

Pursuant to its responsibilities under the town charter and by-laws, the board addressed issues in many areas:

- town finance and budget matters, including water & sewer enterprise funds and capital improvement plan
- notes and bonds
- litigation
- collective bargaining matters
- annual independent audit
- recycling

As required by terms of the employment contract negotiated by the selectmen, the board also addressed the status of the Town Manager's performance, goal setting, compensation, and continued relationship with the board.

2015 saw the continued collaboration between longtime Town Counsel, Charles Zaroulis, Esq., now Senior Town Counsel, and Kevin Feeley, Esq. who is Town Counsel in representing the town in various legal matters.

In other matters, the selectmen:

- continued the prioritization & focus on Route 38 improvements and met with Secretary Jay Ash to push for State Assistance
- met with members of our state delegation on a number of matters and jointly pursued a number of legislative initiatives. The board collaborated with the delegation on a host of issues impacting Tewksbury
- met with departmental managers to review annual goals and performance of each department
- held various hearings on pole petitions, licensing requests, and street acceptances
- reviewed all warrant articles for Annual and Special Town Meetings and made recommendations relative to each article
- authorized the renewal of all licenses under its authority upon review of all compliance requirements

- continued to work with management to improve the town's website and other social media communication methods. With the completion of the Town Hall renovation, this board monitored the installation of state of the art technology to resume live and taped broadcasts of public meetings from Town Hall. At the close of 2015, work was progressing with an early 2016 completion date on the important public service.
- met with representatives of various utilities concerning proposed actions in Tewksbury
- met with the project manager of Sutton Brook Remediation project for status update
- met with Standard & Poors to advocate for a rating upgrade, which resulted in the Town's rating being upgraded to AA+ the highest achieved in Town history.
- hosted an information session for residents relative to the proposed Kinder-Morgan pipeline
- participated in regional coalition meetings
- held numerous interviews and made appointments to various committees established by the board.

In addition to its traditional responsibilities, the selectmen also continue to actively serve on various committees established to address specific focus areas. These include: Green Committee, Beautification Committee, Public Events & Celebrations Committee, and Economic Development Process Review Committee, Community Preservation Committee, Local Housing Partnership, among others. The board expresses its appreciation to all who volunteered to serve our town on these committees as appointees as well as those who pursued various elective offices. Our community is richer for that spirit of volunteerism and service.

The Board of Selectmen wishes to extend appreciation to our Town Manager, each departmental manager, our administrative staff, and our town employees for their commitment to serve our community and residents.

Respectfully Submitted,

Todd R. Johnson, Esq.
Board of Selectmen Chairman

Town Manager

In 2015 the Town Hall renovations were finished and the offices of the Board of Selectmen, Town Manager, Administrative Services, Town Clerk, Veterans Services and Community Development which includes Planning, Conservation, Building and Health moved into the newly renovated building. The Town Hall Renovation Project started in August 2014. Kang Associates were the Architects and GVW Inc was the contractor selected for the project. The construction cost is \$5,713,020 which will be paid for with Community Preservation Act funds. The project included full renovation and upgrade of the Town Hall to meet Building Code and ADA requirements. On November 12, 2015 the Town of Tewksbury's Bond Rating was evaluated by Standard and Poor's and the Town's Bond Rating was upgraded AA to AA+ with a stable outlook. As part of their rationale for the positive outlook Standard and Poor's cited in their rating report the following factors, specifically the Town's:

- Very strong economy, with access to a broad and diverse metropolitan statistical area (MSA);
- Very strong management, with "strong" financial policies and practices under our financial management assessment (FMA) methodology;
- Strong budgetary performance, with balanced operating results in the general fund and at the total governmental fund level;
- Strong budgetary flexibility, with an available fund balance in fiscal 2015 of 9.5% of operating expenditures;
- Very strong liquidity, with total government available cash of 30.6% of total governmental fund expenditures and 8.4x governmental debt service, and access to external liquidity we consider strong;
- Adequate debt and contingent liability position, with debt service carrying charges of 3.7% of expenditures and net direct debt that is 84.6% of total governmental fund revenue, as well as low overall net debt at less than 3.0% of market value and rapid amortization with 71.1% of debt scheduled to be retired in 10 years, but a large pension and other postemployment benefit (OPEB) liability and the lack of a plan to sufficiently address the obligation; and
- Strong institutional framework score.

This was positive step forward for the Town's Finances that validated that the financial policies and approach taken over the past few years have been working and should continue.

Construction started at the Water Treatment Plant to renovate the existing Facility and add an addition for lab and office space. Town Meeting authorized \$13.1 million to be borrowed for the project. The construction bid was awarded to Kinsmen Corporation for \$10.034 million and the town's engineering consultant AECOM will cost \$1,674,983. Other costs such as furniture and fixture, communications and generator are \$278,476 and a 10% contingency of \$501,700.00 was set aside for a total project cost of \$12,489,159.

This past year was the second year the Town held a Farmers Market and again it was a success. The market ran from June through October ever Saturday from 10AM to 1PM and next year will move to a new home on the Town Common and run from July – October.

As always issues central to residents and businesses of the Community will to be a priority as we move into next year. This past year the Town continued to make needed improvements in many areas and services from departments and was maintained at a high level for residents. We improved our use of Social Media and upgraded website.

I would like to thank the Board of Selectmen for their continued support as we made positive strides and improvement this past year. I would like to extend my appreciation to all Department Heads and their staff for their hard work and dedication to the Community. They did an outstanding job providing excellent service to the residents of the Community. Even though there are still many unmet needs, they accomplished a great deal over the past year.

Respectfully Submitted,

Richard A. Montuori
Town Manager

Town Counsel

CHARLES J. ZAROULIS, ATTORNEY AT LAW

In 2015, Charles J. Zaroulis, Senior Town Counsel, represented the Town of Tewksbury in litigation before the Middlesex Superior Court and the Northeast Housing Court, as follows:

Attorney General for Massachusetts & the Town of Tewksbury Board of Health
v. Balestrier, Northeast Housing Court;

Attorney General for Massachusetts and Town of Tewksbury Board of Health
v. Frieser, Middlesex Superior Court;

DiStefano v. Planning Board, Middlesex Superior Court;

Town of Tewksbury v. Donald Andresen, Middlesex Superior Court;

Town of Tewksbury v. DiStefano Realty Trust, Middlesex Superior Court;

Town of Tewksbury v. Robert M. Kowalchik, Middlesex Superior Court;

Town of Tewksbury v. Dorothy Macaulay, Middlesex Superior Court;

Town of Tewksbury v. Macdonald, Trustees, Alston Realty Trust (1080 Main Street); Middlesex Superior Court;

Town of Tewksbury v. Macdonald (1086 Main Street); Middlesex Superior Court; and

Town of Tewksbury v. John D. Sullivan, Middlesex Superior Court.

all of which were resolved in favor of the Town, except that the Superior Court case regarding Dorothy Macaulay and the Superior Court cases regarding Macdonald are still pending.

In addition to court hearings, Senior Town Counsel has prepared legal documents, contracts, deeds, leases, construction and contract specifications, easements, court pleadings, legal memoranda and opinions for various Departments, drafted by-laws and regulations, reviewed and drafted Town Meeting Articles, addressed conflict of interest issues, processed family suite applications, and prepared documents regarding utility improvements and street acceptances.

Senior Town Counsel will continue his program of providing municipal law memoranda which address important and current issues of law and the interpretation of laws for the various Boards, Committees, Commissions, and Departments and expresses his appreciation to the Board of Selectmen, the Town Manager, the several Boards, Committees, Commissions, and Departments and their officers and employees for the excellent, continued co-operation again provided to him during the past year.

Charles J. Zaroulis, Senior Town Counsel

Administrative Services

OFFICE HOURS ARE MONDAY THROUGH FRIDAY 7:30AM – 4:00PM

Department Staff: Teresa L. Belanger, Human Resources Director

The Human Resources Directors role concentrates on all aspects of Human Resources such as Employee Relations, Employee Benefits, Retiree Benefits, Occupational Injuries/Workers Compensation, Personnel Records, Recruiting, Family Medical Leave, Benefit Coordination, and Medical Cost Analysis.

Employee Services:

Maintains all Town employee personnel files and separate benefit records as well as benefit records for School employees.

Maintains central data base for all Town and School employees.

Maintains reports for all Town employees accrued time off such as vacation, sick and personal days.

Coordinates all recruiting efforts including but not limited to job postings, interviews, candidate selection, reference checks, CORI checks and pre-employment physicals.

Maintains and updates all Town employee Job Descriptions.

Completes orientations with all new hires for the Town, notifies retirement board and payroll, benefit enrollment as necessary.

Maintains all new employee records in the Munis Financial Program.

Track and maintain all new Medicare Part D computer program.

Maintain all retiree pension deductions and notify retirement boards of upcoming changes in deductions.

Maintains occupational health records, coordinates and performs utilization reviews as needed.

Coordinates all Family Medical Leaves (FMLA) for Town employees including correspondence with employee and physicians, completion of paperwork and tracking time out of work.

Maintains all HIPPA records.

Coordinates all Medicare/Medex benefits with employees who reach the age of 65.

Maintains all records related to the Massachusetts Healthcare Reform Bill and Affordable Care Act including the 1095C process.

Coordinates COBRA benefits when necessary.

Maintain, track and process all direct benefit payments.

Processes all Unemployment Claims for Town and School.

Maintains all Civil Service Records.

Handles employee relations issues as they arise.

Provides support to Personnel Relations Review Board (PRRB).

Coordinates MIIA Employee Assistance Program (EAP) Training

Maintains voluntary benefits such as Aflac, Flexible Spending Plans (FSA) and Boston Mutual Supplemental Life Insurance.

Administer and track all aspects of the Senior Citizen Property Tax Work Off program.

Serve as Grievance Officer for Harassment/Sexual Harassment claims.

Coordinate yearly Flu Clinic and Health Fairs.

Manages and updates Human Resource's page on Town website.

Respectfully,
Richard A. Montuori
Town Manager

Board of Registrars

Denise Graffeo, Town Clerk

Edward Creamer, Chairman

Frank Teague

Ruth Teague

One of the major duties of the Board of Registrars is to conduct all voter registration sessions. Registrars are responsible for the voter registration process, maintaining voter registration records, and submitting certain records to the Secretary of the Commonwealth. Prior to any election or town meeting, the Board of Registrars conducts a special voter registration session; the date and time are published in advance in the local newspapers and on the municipal website.

Voter registration in Tewksbury has never been easier than it is today. Residents may register to vote in person at the Town Clerk's Office, Town Hall, 1009 Main Street, Monday – Friday from 7:30 AM to 4:30 PM. Or, you may request a mail-in voter registration form by phoning the Town Clerk's Office at 978-640-4355. Downloadable Voter Registration applications are now available online at the [State Elections Division](#) website. Applications may be submitted in person or by mail. In addition, the state registries of motor vehicles, social service agencies and military recruitment offices provide voter registration services.

There are three (3) important lists the registrars are required to prepare: the annual street list, the annual card file of registered voters, and the registered voters list.

Certification of nomination papers, petitions, proposed town meeting articles, and applications for absentee voting are also the duty of the Registrars.

Information about absentee voting may be obtained by phoning the Town Clerk's Office or on the Town Clerk page of the municipal website www.tewksbury-ma.gov. Applications for absentee ballots may be obtained from the Town Clerk or the Office of the Secretary of the Commonwealth. Downloadable Absentee Ballot applications are now available online at the [State Elections Division](#) website. Applications may be submitted in person or by mail.

VOTING PRECINCTS

Precinct	Enrollment	Location	Address
Precinct 1	2352	Senior Center	175 Chandler St.
Precinct 1A	2601	Senior Center	175 Chandler St.
Precinct 2	2419	Recreation Center	286 Livingston St.
Precinct 2A	2228	Recreation Center	286 Livingston St.
Precinct 3	2793	Lowell Assembly of God	995 Andover St.
Precinct 3A	2615	Lowell Assembly of God	995 Andover St.
Precinct 4	2451	Library	300 Chandler St.
Precinct 4A	2505	Library	300 Chandler St.

Precinct	United Independent	Democratic	Reform	Green Rainbow	Libertarian	American Independent	Republican	Interdependent 3rd Party	Unenrolled	Pirate	Grand Total
1	11	627			5	1	322		1419		2385
1A	11	681		3	3	1	332	1	1585		2617
2	12	650	1	1	6		262	1	1518		2451
2A	6	580		2	4	1	257		1387	1	2238
3	12	703		1	5	1	408	1	1699	1	2831
3A	5	645		3	7	1	344	3	1635		2643
4	16	700		1	1		288		1523		2529
4A	5	767		1	3		230		1514		2520
Grand Totals	78	5353	1	12	34	5	2443	6	12280	2	20214

Housing Authority

This year the Tewksbury Housing Authority has added an additional 107 families to our wait list. The Authority's family housing wait list is now open for all applicants. There was one vacancy this year in our family housing units. Our vacancy turnovers in 2015 for our elderly/disabled housing units totaled 30. New applicants added to the elderly/handicapped wait list were 179.

Some improvements at our Carnation Drive Development included upgrading parking lot lighting to brighter energy efficient bulbs, and we have begun the process of installing new energy efficient replacement windows in all units. Our Saunders Circle Development received new energy efficient windows in all units and the Pondview Lane Development received new low flow toilets and showerheads.

Applications for our Elderly, Family and Section 8 programs can be obtained at our main office located in back of the Community Building of our Saunders Circle Elderly Housing Development. Applications may also be obtained on the Town's website under the Housing Authority link located in the Boards and Committees tab. The Authority's office hours are from 8:00 A.M. to 4:30 P.M. Monday through Thursday and from 8:00 A.M. to 12:00 Noon on Fridays.

The Tewksbury Housing Authority is a 40B Monitoring Agent for several developments in Tewksbury and surrounding communities. This year, we have managed the resale's of three (3) affordable units here in town, two on Merrimack Meadows Lane and the other on Cinnamon Circle, as well as one resale of an affordable unit in the town of Billerica. The Tewksbury Housing Authority remains a 40B consultant for both Citizens Housing and Planning Association (CHAPA) and the Department of Housing and Community Development (DHCD).

I wish to thank all the Authority's residents for their cooperation this year while renovations and improvements to our developments were being completed. I also wish to thank my fellow Commissioners and the staff for their continued efforts afforded to the Authority throughout the year.

Respectfully submitted by:

Louise A. Gearty
Chairwoman

Parking Clerk

A hearing on any parking violation may be obtained upon the written request of the registered owner of the vehicle, as stated on the parking violation notice.

Year 2015 Fines collected and deposited with the Town Treasurer – \$16,118.80

Parking Ban (Overnight-Inclement Weather)

Town By-Law 8.24.010

It shall be unlawful for any vehicle, other than one acting in an emergency, to be parked on any street from 12:00 (Midnight) to 6:00 AM. This shall take effect on November First of each year and end on March Thirty-First. (A fine of \$25.00 will be imposed for a violation of this Section).

It shall be unlawful for any vehicle, other than one acting in an emergency, to be parked on any street, day or night, when it is snowing or when icy conditions exist. (A fine of \$25.00 will be imposed for a violation of this Section).

Any vehicle, other than one acting in an emergency, parked, day or night, on any street in the Town, so as to interfere with the work of removing or plowing snow, removing ice, or sanding the street, may be removed or towed away, at the sole expense of the registered owner of said vehicle, under the authority and direction of the Superintendent of the Department of Public Works to a public garage or any convenient place. The Superintendent of the Department of Public Works shall within a reasonable time, notify the Chief of Police of the removal of any such vehicle and of the place to which it has been removed, and the Chief of Police shall give like notice to the registered owner of the vehicle.

Vehicles so towed away shall be stored in a safe place and restored to the registered owner thereof upon proper identification and full payment, to the Town or to the Keeper of the place of storage, for the expenses incurred in such removal and storage. Inquiries, about vehicles so towed away, shall be made at the Police Station. This allows easy and uninterrupted access for the fire, police, school buses, snowplows, sanders, and other emergency vehicles.

Effective January 2000 unauthorized parking in a designated handicap parking area will carry a violation fine of \$100.00 and parking in a fire lane will carry a violation fine of \$100.00.

Effective November 2006: Parking fines, Code # 1-12 increased to \$25.00 from \$10.00 and Code #13-19 increased to \$25.00 from \$15.00.

Parking tickets may now be paid on-line at www.tewksbury.info

Respectfully submitted,

Denise Graffeo

Town Clerk - Parking Clerk

Town Clerk

Denise Graffeo, Town Clerk

Michele Sullivan, Assistant Town Clerk, Christine Cicero, Deborah Winter

The Town Clerk holds office hours Monday-Friday 7:30 A.M. to 4:30 P.M.

Mission Statement

The mission of the Town Clerk's Office is to uphold the integrity of the Town's democratic process, to maintain and preserve public records and to act in the best interest of the Town and the State by providing efficient, innovative, and quality services in a fair and impartial manner to all.

TOWN STATISTICS

	<u>2015</u>	<u>2014</u>	<u>2013</u>
Population	29,855	30,613	29,367
Dog Licenses	2,292	2,311	2,395

FINANCIAL

	<u>1/1/15 – 12/31/15</u>	<u>1/1/14 – 12/31/14</u>	<u>1/1/13 – 12/31/13</u>
Misc. Fees to Treasurer	46,898.30	43,144.89	42,213.30
Dog Fees to Treasurer	42,115.00	42,055.00	44,045.00
Marijuana Fines	800.00	500.00	1,300.00
Records Preservation (Revolving)	9,080.00	10,430.00	10,765.00
Parking Fines to Treasurer	16,118.80	15,300.40	17,502.40
TOTAL	\$115,012.10	\$111,430.29	\$115,826.00

VITAL STATISTICS

	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>	<u>2009</u>
Birth	235	240	219	247	237	253	273
Marriage	127	124	108	95	96	94	113
Death	336	303	328	277	347	269	302

Chapter 45, Section 15 of the Massachusetts General Laws: The Town Clerk will furnish blanks for the Return of Births to parents, householders, physicians and registered hospital medical officers applying therefore.

Veterans' Services

Town Hall
1009 Main Street
Office Hours: Monday-Friday
8:00 AM - 4:30 PM



The mission of the Veterans' Services office is to provide Tewksbury Veterans' and their dependents assistance with accessing state and federal benefits that they are entitled. The federal definition of a Veteran is a person who served in the active military, naval or air service that was discharged under conditions other than dishonorable while the state definition requires a person to have a certain amount of time served on active duty during peacetime or wartime and be discharged under honorable conditions to be considered a Veteran. For a breakdown of the eligibility requirements for the state, please see the following link: <http://www.sec.state.ma.us/cis/cisvet/vetdefin.htm>.

Below is a list of some of the state and federal benefits that are currently available.

Massachusetts General Law Chapter 115

This program provides eligible Veterans and their dependents financial and medical reimbursements in accordance with budget standards set by the Department of Veterans' Services along with assistance in obtaining food, shelter, fuel, clothing and medical care. Authorized funds expended by the town are reimbursed 75%.

<http://www.mass.gov/veterans/benefits-and-services/chapter-115.html>

VA Pension

The Survivor's Pension is a monetary benefit provided to low income, un-remarried surviving spouses and/or unmarried children of deceased wartime Veterans. The Veterans Pension is also a monetary benefit provided to low-income wartime Veterans. Both are tax free.

<http://www.benefits.va.gov/pension/>

VA Compensation

Disability Compensation is a tax free monetary benefit paid to Veterans with disabilities that are a result of an injury or disease that occurred during active duty military service. **Dependency and Indemnity Compensation (DIC) is another tax free monetary benefit that is payable to a surviving spouse, child, or parent of a Service Member who died on active duty, active/inactive duty training or survivors of Veterans that died from their service connected disabilities.**

<http://www.benefits.va.gov/compensation/index.asp>

VA Health Care Benefits

To qualify for VA Health Care benefits you had to have served in the active military and separated under any condition other than dishonorable.

<http://www.va.gov/healthbenefits/>

Veterans Bonuses

Bonus payments are for Veterans, Service Members, and their families for qualified service in the United States military. This includes the World War II Bonus, Korean Bonus, Vietnam Bonus and the Welcome Home Bonus for service after 9/11.

<http://www.mass.gov/treasury/veterans/>

Military Records

Copies of military records can be requested through my office, the state's Military War Records Office or the National Personnel Records Center.

<http://www.mass.gov/veterans/cemeteries-and-honors/military-records/>

Burial Allowances and Grave Markers

A Government headstone or marker for an unmarked grave of any deceased Veteran in any cemetery is provided, free of charge, from the Department of Veterans Affairs.

<http://www.cem.va.gov/hmm/>

<http://www.benefits.va.gov/BENEFITS/factsheets/burials/Burial.pdf>

In addition to the benefits listed above, assistance is provided for tax exemptions, annuities, VA Home Loans, GI Bill, tuition waivers, educational/vocational training, and referrals to other available state and federal benefits. Since this office has working relationships with the local elected officials that represent Tewksbury, issues that arise while trying to obtain benefits can be addressed at a higher level.

In 2015, I participated in "A Veterans' History" at Bayberry Assisted Living which was a special showing of Leo Sarkasian's original sketches from his time served during World War II. Leo Sarkasian was the broadcaster for the Voice of America. He is known for his work on showcasing African music in the *Music Time in Africa* radio program. I also passed the required Veterans Service Officer certification exam as stated in M.G.L. Chapter 115, Section 3B, Certification and Training, and attended the Massachusetts Veterans' Service Officer's Association conference in October along with attending regular meetings with the North East Veterans' Service Officer's Association. Lastly, several boxes of donations from residents that included, toiletries, clothing, puzzles, games, movies, books and gift cards were given to Tewksbury Veterans and families along with items being donated to Edith Nourse Rogers Memorial Veterans Hospital in Bedford and to The Liberty House in Lawrence.

Furthermore, the Veterans Services Department coordinates and participates in community events such as the Memorial Day Ceremony at the Tewksbury Cemetery and the Veterans Day Ceremonies at the Town Common, Tewksbury Memorial High School, and local nursing homes and assisted living facilities.

I'd like to thank the Veterans of Foreign Wars Post 8164, American Legion Post 259, Disabled American Veterans Chapter 110, the Town Manager, the Board of Selectmen, and other town departments for their continual support of the Veterans residing in the Town of Tewksbury. I'd also like to thank the Boy Scouts Troops 41, 47, 49 and students from Tewksbury Memorial High School for volunteering to rake leaves for Veterans and surviving spouses during the fall.

Respectfully Submitted,

Lisa Downey, Certified Veterans' Service Officer

Department of Public Works

The mission of the Tewksbury's Department of Public Works (DPW) is to support and enhance the quality of life for residents, businesses and visitors by providing services and solutions to maintain and upgrade the Town's infrastructure in the most efficient manner; to provide design, construction and maintenance solutions for roads, traffic and drainage systems, trees, sanitary sewers, water production and distribution in order to maximize benefits, convenience and safety to the public.

Administration

The Administrative Division of the DPW oversees the daily operations of the department and is responsible for all long range infrastructure planning and budgeting. The administrative staff coordinates the department's daily activities, develop and manage the annual operating, capital improvement and capital equipment budgets for each division; prepare personnel and payroll records, process vendor invoices for payment, work with the Community Development Department coordinating the issuance of permits. Administration staff also assists with the review of plans for proposed subdivisions to insure compliance with town by-laws, regulations and with DPW standards. The division prepares specifications and bid documents for the procurement of goods and services, equipment and construction contracts for all of the DPW divisions. Procurement of building services trades and maintenance of generators for all town-government facilities is completed through the Administration office; as well as providing guidance and coordination of labor in addressing concerns at the Town Hall, Library and Senior Center. Hiring and training of staff, assisting in labor negotiations and managing labor agreement issues, developing, implementing and enforcing departmental policies, coordinating administrative support for all divisions of the department while handling all public inquiries are responsibilities of the Administration Division.

The Administrative Division of the DPW is comprised of the Superintendent of Public Works, Assistant Superintendent, two (2) full-time clerical staff. DPW Administration continues their active role overseeing staff activities and the maintenance of Park and Recreation facilities.

Engineering

The Engineering Division is staffed by the Town Engineer, two (2) Engineering Project Managers, and one GIS/IT Project Manager. As a team, the division provides analyses and design, develop plans and specifications, estimates, project management, coordination and construction support for the Department of Public Works (DPW). This includes design for roadway and utilities such as water, sewer, drainage and stormwater. The Engineering Division works closely with other Town Boards and Departments to assist with planning, conservation and traffic management review. The Engineering Division provides design review and construction inspection services for the Planning Board. Other services provided include inspections for driveway installations, water and sewer services, data collection and Geographic Information System (GIS) map and database updates, and technical support to Town Counsel for miscellaneous legalities.

The Division's accomplishments for year 2015 were as follows:

Roadway reconstruction of Pleasant Street, North Street, State Street, Clark Road, and Clark Relocation Road totaling approximately two miles.

Crack sealing approximately nine miles of roadways.

Replacement of the drainage culvert on Maplewood Road.

The Massachusetts Department of Transportation continued the Winter Recovery Assistance Program (WRAP) this year to provide funding to cities and towns in the Commonwealth to repair road damage caused by the severe weather last winter. As a result, the Town received \$138,278. The Engineering Division utilized this funding to supplement the resurfacing of State Street and North Street as part of the annual roadway resurfacing contract. Signalization construction for the intersection of East Street, Dascomb Road and Shawsheen Street has been completed. The construction contractor for this intersection was MDR Construction from Tewksbury, MA. The Massachusetts Department of Transportation (MassDOT) funded and oversaw the construction work.

The DPW continued the Inflow and Infiltration (I/I) Assessment and Removal Program for the wastewater collection system. These remediation efforts have been primarily targeted on older sections of the collection system. We

contracted with Flow Assessment Services for flow isolation and smoke testing of sewer mains in the northeast portion of Town. Past and future I/I investigation results assist in the development of the capital improvement plan for further repair to be conducted over the next five years.

Continuing to maintain the Drain Layer's list for the approved contractors to work on utilities throughout the Town. Advancement has been made with the GIS for the Town with additional data of the Town's infrastructure. We contracted with CGIS to develop a GIS map and database of the stormwater management infrastructure based on record drawings. The mapping effort is being performed in anticipation of the forthcoming EPA NPDES Small MS4 Permit. The mapping is expected to be completed by spring 2016.

BMC Corp. performed work under the catch basin cleaning contract, which was awarded in fall 2014. The work was performed in the spring of 2015. A total of 1,616 catch basins were inspected and cleaned under this contract. The inspection data was added to our database, which will aid in developing an efficient catch basin cleaning program.

The Main Street/Clark Relocation Road Water Distribution System Improvement Project was completed in the summer of 2015. Two other Water Distribution System Improvement Projects, Shawsheen Street and Crest Road, are expected to be completed in spring 2016.

The Engineering Division has been very involved with the construction coordination for capping the land fill over by Sutton Brook off of South Street. Charter Environmental began construction in May of 2014 and is expected to continue until spring 2016. The Engineering Division has coordinated the water and sewer utility work needed during the construction activities.

Hired consultant AMEC to design culvert repairs at Pinnacle Street near Dunvegan Road, Shawsheen Street near Sullivan Parkway, and the O'Neil Bridge on Bridge Street. The designs are expected to be completed in early 2016 and construction activities are planned for summer 2016 and 2017.

The Town has received four FEMA Hazard Mitigation Grants. The purpose of these grants is to perform infrastructure improvements that will mitigate flood hazards. The grant projects include roadway improvements at the intersection of Bridge Street and South Street, roadway improvements on Shawsheen Street where it crosses the Heath Brook, slip lining of the Trull Brook culvert on River Road, and installation of emergency power generators at twelve sewer pump stations. In addition to these grant approvals, we have applied for a fifth grant to flood proof sewer manholes within the flood plain. Approval of this grant application is pending.

MassDOT has added the Mill Street Bridge Repairs to their project list. It is currently programmed for advertisement in 2017 on the Transportation Improvement Program (TIP).

Drafted Utility Agreements for new private developments. These Utility Agreements outline the responsibilities of the Developer until such time the Town takes ownership of the new water, wastewater, and drainage infrastructure. Concluded the work under the Hydrant Replacement Contract that was awarded to R&D Site Development, LLC. The contract included replacement of 56 hydrants throughout Town. The hydrants were replaced for several different reasons including being damaged, nearing the end of their useful life, or they did not meet the Town's standard hydrant specification.

Construction started on a new salt storage building at the DPW yard. This building will more than triple our salt storage capacity, enabling the DPW to more effectively carry out snow and ice operations. Construction is scheduled for completion in early 2016.

The DPW contracted Weston & Sampson Engineers to perform a Sewer Capacity Assessment for several areas in Town that are subject to future development. The Summer Intern was involved in the compilation of information from the Assessor's database. The Capacity Assessment is ongoing and will be used to determine the existing capacity of the gravity sewer mains as well as being a planning tool to determine how an increase in sewer flow from any proposed developments will affect system capacity.

The DPW contacted with CDM Smith to update the Water Distribution System Atlases and assessment model to include infrastructure improvements that were performed since the last update in 2013.

The DPW launched its online GIS mapping software application, *Complete Streets*, which will be used for planning and tracking infrastructure improvements.

The Engineering Division prepared the Annual Report for the National Pollution Discharge Elimination System (NPDES) Small Municipal Separate Storm Sewer System (MS4) permit. We are awaiting the new MS4 permit from the EPA and have attended several workshops and information sessions on the impending permit. The new permit is expected to become effective in the spring of 2016.

In addition, the Engineering Division had the assistance of two (2) senior citizens to help scan water and sewer service cards that will be included into our GIS water layer as well as assist with file organization. The Division was lucky enough to benefit from the two seniors that were working on the tax work-off program. It was a great

success and we hope to have the same opportunity in the upcoming years. The Division was also able to have a part time engineering intern for four months that assisted with daily activities within the group. All efforts and hard work was greatly appreciated.

There were three changes in the engineering staff this year. Christine Robinson joined the group in July in the role of Permit Coordinator/Administrative Secretary. Christine has spent the previous 17 years working in the Assessor's Office. She will manage the DPW permitting processes, which were previously managed by the Building Department Permit Technicians, as well as various administrative functions in support of the Engineering Division and DPW as a whole. She brings a variety of skills to the Division and we look forward to her contributions as we make this transition. Dan Scott departed the group in September to pursue a different opportunity. He had served as a Project Manager for over two years. The Division wishes him success in his future endeavors. Randall Burley was brought on as a Project Manager in November. Randall will lead the DPW's efforts to establish a program to oversee the review and construction of private developments within the Town. The main purpose of this program is to ensure that private developments are constructed in a manner consistent with the Town Standards. We look forward to his contributions as we implement new programs at the DPW.

This was a productive year for the Engineering Division and we look forward to the challenges in the upcoming year. Please visit our web site at <http://www.tewksbury-ma.gov/engineering-division> for updated information throughout the year.

Highway/Forestry

The Highway/Forestry Division operates with a crew of (9) employees. Although staffing is less than the manpower needed to fully address all services, the Highway/Forestry personnel worked hard to undertake the growing back log of requests and tasks. The activities of the Highway/Forestry Division through 2015 included, assisting the Engineering Division's road reclamation and paving projects; repairing potholes and deterioration of various sidewalks; installing driveway aprons to divert stormwater flow; and the replacing and repairing street edge berms and catch basins. Other street related items included street sweeping of all streets through the efforts of town employees and contracted services.

Town staff repaired 20 catch basins, whereas additional repairs were made by contractors and inspected by Engineering personnel. Through the catch basin cleaning program, an additional 81 basins have been identified needing repairs. As a result of deferred maintenance and the requirements of the EPA's MS4 Stormwater Permit, more attention will be required in the coming years to maintain the stormwater system where there are more than 3000 basins in the drainage system.

During inclement and emergency related weather events the division assumes more challenging and hazardous duties including broken and downed trees and limbs resulting in power outages and downed electrical lines. The division was also challenged by the largest snow fall amounts with of over 110 inches, breaking historic records and resulting in extended spring repairs. Countless hours and dedicated efforts were assigned to battle the snow accumulations and maintain safe travel conditions.

The Highway/Forestry staff is also responsible for the maintenance and repair of traffic controls and street signs. Approximately 178 signs were repaired and/or replaced. Line painting included painting 247 stop bars and 26 cross walks; whereas 222,045 linear feet of traffic lines were reestablished through contracted services. The Division began the use of epoxy paint in 2014, due to the paint's longevity, and continued its use to paint markings requiring specific symbols/figures. In 2015, 1,295 linear feet of epoxy paint was applied for crosswalks in school zones and playgrounds areas. On newly paved streets 12,800 linear feet of thermos-plastic center and fog lines were installed.

The skill and dedication of the DPW staff while operating heavy duty trucks and other specialty equipment for long hours are unique to the overall winter work operations. Treating the roads with de-icing chemicals and plowing streets, schools, sidewalks and municipal parking lots are completed to insure that all motorists and pedestrian traffic are safe commuting in the town of Tewksbury.

Forestry related activities include continued efforts to maintain and manage the growing list of concerns with public shade trees. This year 43 trees were removed through efforts of both the town staff and contracted services.

Approximately 320 hours of roadside brush cutting, resulted in clearing vegetation along 175 lane miles of town right of way in various locations to improve the vehicle safety and sight lines. The division continues to work with National Grid to remove and/or trim potential hazards to roads and electric lines.

Fleet Maintenance

The Fleet Maintenance Division, consisting of 4 staff members, is responsible for service and repairs to maintain DPW/Water/Sewer equipment and rolling stock. DPW mechanics' also maintain other department vehicles including Police, Park and smaller Fire Dept vehicles. In addition, staff performs preventative maintenance activities and inspects larger Fire Dept trucks for outsourced repairs. The repairs to the larger fire engines are contracted through an outside vendor by the Fire Dept. There are various small engine equipment (lawn mowers, snow blowers, leaf blowers, generators etc.) that the Fleet Maintenance Division maintains. The Division insures all registrations and inspections are current; maintains insurance and MaDOT records; processes and manages the submittal, collection of insurance claims and ensures repairs are made and updates carrier records on an annual basis.

The division orders and maintains the Town's gas and diesel fuel depot including all records of usage for various town divisions; maintains the facility to comply with all aspects of Department of Environmental Protection (DEP) requirements (Stage 2). All funding for fuels and maintenance activities used by Police, Fire, Park and DPW are consolidated into the DPW budget.

The division staff reviews Public Works equipment inventory annually and makes recommendations for replacement within the capital budget. In calendar year 2015 the DPW purchased a new Holder tractor with snow and mowing attachments, Bobcat loader and backhoe for the Highway Division, a service Utility Truck with crane for Water/Sewer Divisions and replaced the dump body on Truck # 50.

Water Distribution/Sewer Collection

The Water/Sewer (W/S) Division was staffed by (6) full time employees in 2015, and included One (1) W/S Division Supervisor, two (2) Crew Leaders, and three (3) Heavy Motor Equipment Operators. These six (6) employees were responsible for ensuring the integrity of the Town's Water Distribution System consisting of approximately 170 miles of water main, over 10,000 service connections, approximately 1,500 fire hydrants, and thousands of water main/water service valves. Water meters measuring each account's consumption are also maintained by the division. In addition, these same six (6) employees are responsible for maintaining uninterrupted flow and operation of the Town's Sewer Collection System, which consists of approximately 180 miles of gravity and forced sewer mains, 46 sewer pumping stations, and thousands of sewer man holes.

The calendar year 2015 was a very active for the W/S Division. The staff addressed 73 water breaks, of which 40 were breaks in the Town's water-main and 33 were in the Town's portion of the service connection. With each of the 73 water main/service repairs, trench surfaces were restored. Staff responded and processed roughly 2600 Dig Safes mark-outs and numerous customer service calls to assist customers with concerns for low pressure, dirty water and no water etc.; and installed, repaired or replaced more than 350 water meters to better measure system water consumption.

Flushing is a necessary maintenance program which removes minerals and sediment from the pipes. Flushing also removes "old" water to help prevent the formation of biofilms in the pipe surfaces. Typically, the oldest water in Tewksbury is around two weeks. Flushing is scheduled for after dinner hours to minimize the effect to residents.

Water/Sewer staff assisted the Engineering Division's water main replacement project which upgraded/replaced water mains on Crest Rd, Clark Relocation Rd, and a section of water main on Shawsheen Street, from Rt. 38 to Kenneth Lane. Contractual work to replace 56 fire hydrants was overseen and inspected by the division, while staff repaired 34 and scraped, painted and flagged over 200 roadside hydrants.

The Town's Sewer System requires consistent and faithful attention. The same six (6) employees provided operation and maintenance duties for the 46 sewer pump stations on a daily or weekly basis. Hundreds of pump calls/pump failure alarms were responded to, many after normal working hours, nights, weekends and holidays. Grease and debris deposited by residents and businesses cause many problems within the station and along the gravity flow sewer mains. Ball floats, which control the operation of the stations, have to be cleaned bi-monthly because of

grease. Lift station wet wells have to be cleaned annually, some twice a year. Recently, the Town has adopted the use of enzymes in its sewer station wet wells. The Enzymes promote the growth of bacteria, which help to dissolve grease build-up. Other debris, such as cloth wipes, hygiene products and dental floss etc. create the bulk of the problems the division experiences. These items should not be flushed down the toilet; they should be thrown in the trash.

The W/S Division also participates in snow removal during winter months. No-one has to be reminded of the impacts from snow the area experienced last winter, many hours were spent plowing, sanding, and removing snow. In addition, many water service freeze-ups were the result of extra cold temperatures.

The employees of the W/S Division did an exceptional job last year, considering the work load that is assigned to them all year long, day or night, weekends and holidays.

Water Treatment

The Tewksbury Water Plant closed calendar year 2015 by pumping a total of 832.8 million gallons of drinking water, or an average of 2.28 MG per day. The peak daily production was on 7/17/15 with a volume of: 3.3 MG.

Pumping Statistics for Calendar Year 2015:

Total Water Pump:	8,348,000 Gallons
Average Daily Volume:	2,280,000 Gallons
Peak Amount Pumped (7/17/15):	3,300,000 Gallons
Residential gallons per capita day	51 gallons per person / day
Residential Usage:	562.4 MG / 67.5 %
Commercial Usage:	150.6 MG / 18.0 %
Municipal Usage:	17.6 MG / 2.1 %
Flushing:	20.0 MG / 2.4 %
Unaccounted for Water:	183.2 MG / 10.0 %
Leak Detection Survey:	57 MG / 6.8 %

The Unaccounted for Water (UAW) averaged approximately 11% for the year, which is acceptable under today's standard of less than 15% UAW, but future regulations will require that all water suppliers achieve less than 10%. To combat the loss of water in the system, a Leak Detection program is conducted every two years to find areas within the system, where unobserved leaks can be found. In the most recent survey (24) leaks were found. All locations identified were repaired by Water/Sewer Division staff.

The following are typical measures, not all, of the water treatment process:

Bacterial Analysis is conducted periodically at specific sites and in compliance with the Department of Environmental Protection's (MADEP) required schedule. Over 528 samples were collected and analyzed for Total Coliform Bacteria. Two samples were found to be positive, so as per regulations a total of six backup samples were collected to validate the results of the original samples. All six backup samples were negative. MADEP considers this a no violation situation. Other compounds and elements are tested on specified time-tables to ensure the safety of the drinking water.

Turbidity is the degree of cloudiness that can be observed in the water. Numerically expressed as NTU you will find turbidities ranging from about 1 to 10 NTU in the river. Our finished water is pumped from the plant at typically 0.03 NTU which is a 97 to 99.7 % reduction in turbidity. Distilled or highly purified water has a turbidity of 0.02 NTU.

The Town's chlorination process is also very comprehensive insuring at least a small amount of chlorine at any point in the Town's system. As a result, our Bacterial program has had excellent outcomes over the last 27 years. Chlorine is added to the water for its excellent disinfectant qualities and is used in two applications of the treatment process to provide disinfection and oxidation for certain metals and organic compounds. A typical amount found in the distribution system ranges from about 0.8 mg/L to a small detectable amount. On the average though, we find typically about 0.3 mg/L, which insures that no bacterial growth can occur inside the pipes of our system and your home.

The Town's backflow program is managed out of the treatment plant. Backflow devices are designed to protect against reverse flow of water which may siphon pollutants or harmful contaminants back into the drinking water system. This program requires the Town to continuously survey Commercial, Industrial, Municipal and Institutional facilities for the presence of dangerous cross connections. The majority of the program consists of testing the devices for correct working order. About 2,000 tests were performed in 2015 to insure that the 836 devices in Town are doing their job and protecting the water supply.

The Water Treatment Division collects a variety of data concerning water quality, system functioning and use this information is provided yearly to MADEP, and is the basis for a Consumer Confidence Report that is mailed to each household and business in Tewksbury. The report can be found on the Town's website.

Most importantly, all of the DPW staff would like to recognize and thank Terry Deshler, for her contribution and service to the Department of Public Works. Terry will be missed, for she enhanced the quality of our work environment with her sense of humor, support for staff and a calm willingness to help all who called seeking information and town services. We all wish her the very best for a long, well-deserved, happy and healthy retirement; the best to you, thank you Terry.

Thank You,

The employees of the Department of Public Works have done an exceptional job in serving this community considering the workload that is assigned to them, the need for their response during emergency conditions at all times of the day or night, all year long and the growing demand for service given the expanded infrastructure. It is through their tireless efforts and dedication that the mission of our organization can be achieved.

Respectfully Submitted by:

Brian Gilbert, Superintendent Public Works
Kevin Hardiman, Town Engineer
Lew Zediana, Chief Operating Engineer, WTP
Bob Belida, Supervisor Water/Sewer
Larry Gilbert, Supervisor Fleet
Peter Cook, Supervisor Forestry/Highway

COMMUNITY ACTIVITIES

Library Trustees

*Council on Aging
Historical Commission*

Recycling Committee

Library Trustees



Board of Library Trustees, 2015

Lori Carriere

Joseph Frank, Chairperson

Paige Impink, Vice Chairperson

Patrick Joyce

Patricia Pino

Eugene Walsh, Clerk

Mission and Vision of the Tewksbury Public Library:

The public library of Tewksbury seeks to provide the Town's residents with a wide variety of materials, resources and services. Our vision is to empower Tewksbury's residents by developing, promoting, and delivering lifelong learning opportunities and to culturally enrich the entire community. We endeavor to combine traditional roles of providing a quality book collection and customer service oriented atmosphere, with current

technological advances in the retrieval of information.

In short, we want to help you transform your life! That's a tall order, but together we can achieve this!

Service Highlights

Our Reference Librarian began a project to interview Tewksbury Veterans (and those who worked in/with the military) in order to archive their stories in audio format on the web for all to find, as well as transcribe the interviews for placement in our Local History Room.

The Library staff members responsible for planning and executing classes and events for children, teens and adults served 18,653 community members in FY15. More statistics will be found at the end of this report.

The Friends of the Tewksbury Public Library sponsored a Mini Golf fundraiser that netted enough funding to purchase a preschool computer, an iPad for children to use, and non-fiction materials in science, technology, engineering and math subjects to update the Library collection. We thank them for their hard work planning this successful event.

The Friends of the Library also continued their good work raising funds primarily through their book sales and by continuing their 50/50 raffle and Adopt-A-Book programs to benefit the collections here. This funding allows the Library to purchase all of the Museum Passes we offer, as well as funding for our adult and summer reading events, and to supplement our materials budget. We can't thank them enough for the work they do on our behalf.

You can now send facsimiles from the Library using our Fax24 service and a credit/debit card. At least one person per day uses this service and it complements the scanning and emailing that we offer at the second floor Reference desk.

The Library website was redesigned and continues to evolve as we use it.

Several staff members were replaced this year as a result of a retirement and of staff leaving for other—usually, better paying—jobs. Much of the Director's time was spent interviewing, hiring and training new staff members which results in a solid set of employees serving the community. Changes in position are noted toward the end of this report.

We also thank the many volunteers who shelved and repaired books, helped at classes and events, taught classes, and advised us on a number of services. Not only are we appreciative of your work, but we enjoy working with you as well!

Facility Highlights

Surveillance cameras were installed to improve the security of the building and the people who use it. All the pumps for the HVAC system failed (one after another) and required both repair and reinstallation of glycol and water to the system. In addition, a small hot water heater serving the Children's Department was replaced. We worked with the Green Committee to plan energy conservation updates to the building. The parking lot lights were replaced with energy saving LED bulbs, and plans were made to update parts of the HVAC system for efficiency and savings. A new interior sliding door was installed; the parking lot was sealed and re-striped; and the wooden stairs were refinished in FY15.

The Library applied for its ninth consecutive waiver from the MA Board of Library Commissioners in October. Our funding grew a bit more, again, thanks to the support and belief in the value of the library to the residents of Tewksbury shown by our Town Manager, Finance Committee and voters at annual town meeting. Library staff members, Trustees and Friends of the Library are committed to providing the best library service possible to Tewksbury residents and we are eager to improve every year.

Library Trustees and staff members are committed to continual improvement of the collections and services to residents because we know that the Library is an important place in Tewksbury to gather, find information and learn. Thank you for your support.

The Trustees thank the library staff for their excellent service:

Director:	Diane Giarrusso	
Executive Secretary:	Mary Toombs, Retired, Jeannine Briley, hired to replace Toombs	
Librarians:	Noelle Boc, Children's Services	
	Corinn Flaherty, Reference Services	
	Robert Hayes, Technical Services	
Library Associate:	Rachel Steele, Circulation Supervisor	
Specialists:	Joyce Salvato, Technology	
	Amy Martin, Children's Services, resigned	
	Heather Maganzini, Children's Services, hired to replace Martin	
Clerical Assistants:	Ashley Adams, resigned	Jennifer Burke
	Corinne Coveney, resigned	Danielle Driscoll
	Gail Holland	Christine Hollis, hired to replace Briley
	Jeanne Swartz, hired to replace Adams	Luke Terry, hired to replace Coveney
Maintenance:	Joseph Fiumara	

Library Hours for 2015:

Monday – Wednesday	10 a.m. to 8 p.m.
Thursday – Friday	10 a.m. to 5 p.m.
Saturday	9 a.m. to 5 p.m. Closed Saturdays in June, July and August. Closed Sundays.

Calculate the Value of Services Used at Your Local Library with MLA's Online Spread Sheet

Please input in the leftmost column the number of times you or your family have used the library services described below to learn how much it would have cost to purchase these services at estimated retail values

Input Your Quantity of Use	Library Services FY15 Tewksbury Public Library	Retail Value (average)	Value of Services
150245	Books Borrowed	\$15.00	\$2,253,675
10975	Ebooks & Materials in e-format	\$10.00	\$109,750
2516	Magazines Borrowed	\$3.50	\$8,806
57972	Newspapers browsed (minimum)	\$9.50	\$550,734
57441	DVDs Borrowed	\$10.00	\$574,410
5382	Audio Books Borrowed	\$40.00	\$215,280
10169	Music CDs borrowed	\$9.95	\$101,182
2247	Downloadable Audio & Video	\$19.95	\$44,828
1414	Museum Passes Borrowed	\$30.00	\$42,420
55132	Interlibrary Loan (borrowed & loaned)	\$25.00	\$1,378,300
2625	Meeting Room Use per Hour	\$50.00	\$131,250
365	Auditorium Use per Event	\$250.00	\$91,250
6043	Adult Programs Attended	\$15.00	\$90,645
12610	Children's Programs Attended	\$7.00	\$88,270
16154	Hours of Computer Use, e.g., Internet and MS Word	\$12.00	\$193,848
11421	Online Magazine & Journal per search	\$2.42	\$27,639
19240	Reference Questions Asked	\$10.00	\$192,400
Total Value			\$6,094,686

Total Municipal Appropriation in FY15	955,660
Value of Library Service per dollar appropriated	\$ 6.38

Copyright Massachusetts Library Association (MLA) 2008

Information acquired from FY15 Annual Report Information Survey provided to the MA Board of Library Commissioners and internal library records

DG 2/2016

Value of Library Services:

Based on the return on the Town's investment to the Tewksbury Public Library, for every tax dollar allocated to the library in FY2015, residents received \$6.38 in library service in return.

Respectfully Submitted,

Joseph Frank, Chairperson

Diane Giarrusso, Library Director

Council On Aging

Mission of the Tewksbury Council on Aging: To enhance the lives of our Senior Citizens by identifying their needs and developing programs, activities, community involvement and resources to provide them with an independent and enriched quality of life.

The Tewksbury Council on Aging continues to provide Tewksbury's seniors with an array of services and activities in the following areas:

Wellness: Two blood pressure clinics were offered every week, one by the town health nurse and the other by Circle Home Health. Weekly diet workshops and TOPS gatherings were held at the center. The foot care clinic was increased to twice per month to accommodate the growing need. Graduate students from UMASS Lowell's Physical Therapy Program completed their Community Service Learning Project by visiting homebound seniors and conducting home safety evaluations.

Fitness: There were 15 exercise classes taught each week, including various strengthening and aerobic classes, yoga, Tai Chi and line dancing. The Senior Center also partners with Community Teamwork Inc. (CTI) of Lowell to offer an additional six "Bone Builders" classes free of charge. A walking Group was led by the Town Health Nurse each week and a snow shoeing group in the winter.

Recreational/ Socialization: Weekly art programs, such as oil painting, pastels, stained glass, jewelry making, Bunka embroidery, wood carving, quilting and crafts. Additional recreational activities included "Zingo", Wii Bowling, billiards, 45's, cribbage and whist. Recreation outside of the center included day and overnight trips, bowling at Wamesit Lanes and participation in the Memorial Day Parade. We held daytime dances by DJ Jon, Friday night performances by our in-house band the Silvertones and themed dances sponsored by the Friends of the Elderly. The Friends also held fundraising events at the Senior Center on the weekends.

Community: The Senior Center hosted the Board of Health's Annual Health Fair in April, the Police Department's National Night Out Against Crime in August and the Piecemaker's Quilt Show in October. Other organizations utilizing the Senior Center during the year were the: Swinging Senior Chorus, Tewksbury Garden Club, Red Hat Carnation Belles, Golden Age Club, Friends of the Elderly, Sons of Italy and Tewksbury Historical Society. Town Committees such as the Green Committee, Planning Board, MV Watershed Committee, Town Manager, and Community Development also used the Senior Center for meetings and forums throughout the year.

Information, Assistance and Outreach: Three AARP volunteers prepared income tax returns for more than 100 elders. COA staff assisted seniors with various applications, such as SNAP, Fuel Assistance, senior housing and transportation. A SHINE representative was available to help seniors navigate the ins and outs of Medicare. Peer support was offered through a MS Support Group, Parkinson's Support Group and Men's Group. The center maintained a supply of durable medical equipment available to low-income seniors and to those without insurance coverage. Referrals were made whenever necessary to agencies such as Elder Services of the Merrimack Valley, which included sending reports to Protective Services in the event(s) of elder abuse. The hoarding Response Team continued to address safety and sanitation concerns throughout the community.

Nutrition: Daily lunch was served at the Senior Center Monday-Friday and also delivered to homebound elders within the community (Meals on Wheels). The nutrition program underwent a major transition in July when Elder Services of the Merrimack Valley (ESMV) acquired the program from the Merrimack Valley Nutrition Program (MVNP) after more than 40 years of operation. The change affected all of the cities and towns in the Merrimack Valley and was a major undertaking for ESMV. By December many of the obstacles had been addressed and operations were running smoothly.

The Tewksbury Council on Aging made great strides in 2015. Here are some highlights in no particular order:

- A part-time Outreach Worker started in July at 19 hours/week. The outreach worker helps seniors access the services and assistance they need to remain independent. These services are vital to homebound seniors and their families. In November we also added a part-time Activities Coordinator at 19 hours/week. This individual will bring new and exciting ideas that will cater to different interests and groups.
- In July, we became the new distribution site for the Brown Bag Program of Greater Lowell. The program, a collaboration between Elder Services of the Merrimack Valley and the Greater Boston Food Bank, enables low income seniors to stretch their food dollars throughout the month. Pallets of food are dropped off at the Senior Center on the fourth Tuesday of every month. It is bagged and then distributed to over 500 elders throughout the surrounding communities. This program is free of charge to income eligible elders and individuals who are under 60 disabled and living in senior housing.
- The department's Revolving Account increased from \$50,000 to \$150,000. Participation at the Senior Center has increased substantially, bringing in more money through class fees and proceeds from both the Gift Shop and Consignment Shop on site.
- Improvements were made to the gift shop with the hope of bringing in new customers, including new displays and the introduction of many new product lines. To complete the rebranding process the name of the shop was changed to "The Gift Shop on Chandler".
- Lowell General Hospital made a donation in the amount of \$5,000 to be used for fitness programs at the Senior Center. With that funding we were able to purchase a full set of dumbbells, weight bars and resistance bands for participants to use during classes. It also allowed us to introduce a new "50's & Fit" class twice per week, which is offered in the evening and geared towards our younger older adults.
- A Mini SHINE Fair was held in November. SHINE (Serving the Health Information Needs of Everyone) is a state health insurance assistance program that provides free health insurance information, counseling and assistance to Massachusetts residents with Medicare and their caregivers. The goal is to hold one every year during Open Enrollment to educate consumers from all surrounding communities on coverage options and cost saving programs.
- A partnership was formed with Centerpoint, a residential program for at-risk adolescent boys located on the Tewksbury Hospital grounds. The program started a cupcake bakery, called "Bigger Than a Goat, which teaches the boys the value of hard work and customer service. The Council on Aging places orders with the bakery for special events and at the end of each month the boys donate any proceeds they have made to the Senior Center.
- The Council on Aging Board welcomed three new members and said goodbye to their predecessors, all of which served on the board for several decades. We thank them for their many years of dedication. The COA Board initiated a policy and procedures manual and will continue to work on this in the upcoming year(s). The board also established a protocol for sending out cards to seniors and their families to let them know we are thinking about them during a hardship or loss. In February the COA Board hosted a Board Member Training led by Emmett H. Schmarsow, Program Manager for Councils on Aging and Senior Centers, of the Executive Office of Elder Affairs. Representatives from several surrounding communities were present.
- The number of active volunteers reached 150 people, an increase of 50% from the year prior. A volunteer reception was held in June to celebrate all of their hard work and dedication throughout the year. The event was catered by the Tewksbury Country Club and entertainment was provided by entertainer Johnny Pizzi, singer Sharon DeFronzo and comedian Tony Vee.
- A "Take pride in the Senior Center" day was held in November, where staff members and a few very dedicated volunteers came together to do some fall cleaning. This will be an annual event.
- In January the Senior Center hosted a Legislative Breakfast for the Merrimack Valley Council on Aging Director's group. At this event COA directors spoke with State Representatives, Senators and other members from congress about upcoming legislation and the effect it will have on our elders. The event was catered by the Blaire House of Tewksbury.

In 2015 there were some updates made to the Senior Center and also some much needed repair. Unfortunately, the winter months took a toll on the Senior Center. Large ice dams hung from many areas of the roof causing water damage inside the building. Repairs were made to the kitchen, library and small bathroom located in the great hall. There was additional, but unrelated water damage in the Craft Room due to a leak in the faucet. Those repairs were completed in January 2016.

The Green Committee secured a grant to upgrade all of the Senior's Center's exterior lighting to LED. The project, which cost \$39,067, will save the center 21983 kWh per year in usage and \$4,085 per year in cost. The town's electrical services contractor

was brought in to replace all of the light bulbs in the center's Atrium, which were inaccessible to staff due to the height of the ceilings.

The final stages of the Woodworking Shed were completed by students from Shawsheen Valley Technical High School. This included all electrical, heat and finish work. The shed will be used for woodworking and ceramics classes. Two donated kilns were installed, which will allow participants to turn their ceramic pieces into finished pottery.

The Health Department and Veteran Service Officer moved into the newly renovated Town Hall, leaving several offices available for new staff.

Senior Center Hours: 8:00AM to 4:00PM, Monday-Friday

Open on evenings and weekends for special events.

Phone: 978-640-4480

Fax: 978-640-4483

Council on Aging Staff

Director- Ashley Springman, MS, LSW

Senior Clerk Secretary- Janice Conole

Maintenance Person- Robert Noel

Outreach Worker- Nicole Hutcheon

Activities Coordinator- Diane Dunlevy

Council on Aging Board Members:

Joanne Aldrich

Joel Deputat, Vice Chair

Virginia Desmond, Chair

Marie Durgan

Peg Keefe

Paul McNaught

Lorene Patch- Treasurer

Patty Sasso

Joan Unger, Clerk

Kathy Walsh

Arlene Wright

Tewksbury Recycling Committee (TRC)



The Recycling Committee continues to educate and inform the public of opportunities to Reduce, Reuse & Recycle here in Tewksbury. We are happy to report that FY15 showed an average of 21% recycling, and we hope to see a continued upward Trend as we move into FY16.

We are pleased to have 2 new Members to our small committee.
We applaud those that continue to 'do the right thing' and recycle in the Town.

Zero Waste Day 2015

Our 7th Annual Zero Waste Day was held on 9/26/15 at the Wynn Middle School. The public once again responded greatly to this opportunity, with 502 cars driving through the line to donate used but still valued items to various charities. An estimated 24+ tons of potential waste was diverted from our waste stream and put to good use as a result of this event. Once again, we were pleased to partner local businesses with the Charitable Organizations to Sponsor them with a small monetary donation. We hope to continue this partnering each year. Zero Waste Day 2016 will be held on Saturday, September 26th, 2016 at the Wynn Middle School from 9:00 AM to 1:00 PM and we encourage all to participate!

Scholarship Awards

Scholarships totaling \$1500.00 were awarded to the following students: Katelyn Wentworth, Erin Walsh, Emma Sutherland & Dena Tsaousis in the name of the Tewksbury Recycling Committee and Republic Services. All Tewksbury seniors are eligible for our yearly scholarship, regardless of where they attend high school. Applications can be found in the High School Guidance Department and at: www.tewksbury.info.
Deadline for applications is March 22nd, 2016.

Recycling in Schools

The *Paper Retriever* continues to thrive in both our school system and the Town itself. All schools participate and generate modest income from this program.

The benefit to the Town is the reduction of tipping fees that would correspond to the tonnage collected in these bins. We encourage all residents to drop off all newspapers, magazines, junk mail and any paper products for recycling at any of the schools in town.

Library Information Center/Facebook Page/Website:

The TRC website and information center continues to provide updated information and improved methods of dissemination of information.

We thank the Public Library and Town for allowing us to use this facility for our Information Station, our Battery Collection and meetings. Our Committee has a Facebook page with which we update the followers with current information and Events

Our thanks to Town Employee Jeanine Tamboli for helping to keep our website current.

Newspaper Articles, The Patch and Your Tewksbury Today on-line news

The Committee periodically submits articles to local newspapers and on-line news sites to let the residents know what is going on concerning recycling and what is being done to promote it. We hope these articles have been informative.

Community Events

Farmer's Market: The TRC had a combined table with ZWD during several Saturdays at the Farmer's Market. This was a great opportunity to engage & educate the Gen Public.

Harvest Festival: Again, a combined table helped us reach many residents who had questions, or wanted info on ZWD.

Budgetary Allowances

The Committee purchased or supported:

Attendance at various workshops and seminars
Boxes for the Battery Recycling Program
Recycle tote bags to be used at various TRC events

Additional On-going Recycling in Town:**Rechargeable/Recyclable Batteries**

The Battery Recycling Program continues to have much activity. Rechargeable batteries, button cell & regular batteries can be dropped off at the library for recycling. TRC Members sort, bag, box & ship the batteries out periodically to be recycled. (see Attachment: A) Batteries are turned in for recycling and thus kept out of the waste stream, reducing the tipping fees associated with traditional disposal. We thank Town Manager Richard Montuori for supporting this program, and our efforts.

Aluminum Tab Collection has moved to one location: The Senior Center.

Current Projects under Construction:

- (1) Continued posting of information at the Information Station & on the Facebook Page
- (2) Planning and involvement in Zero Waste Day 2016
- (3) Potential presence at the 2016 Farmer's Market over the upcoming summer months
- (4) Continued outreach and education of the General Public

On behalf of the Recycling Committee, I would like to take this opportunity to thank the members of the Recycling Committee for their dedication and hard work and the Committee would like to thank the residents of Tewksbury who take the time to recycle and urge other residents to participate in this worthwhile program.

Loretta Ryan

Chairperson: Tewksbury Recycling Committee



Highlights from 7th Annual ZWD Saturday, September 26, 2015

14 participating organizations
502 donors, including 62 from 15 other communities (31 from Andover and 10 from Wilmington)
More than 80 volunteers from Recycling Committee, Congregational Church, and the community
14,354 lbs. of electronics recycling, responsibly recycled through **Electronic Recyclers International**
1130 lbs. of recycled batteries, including 887 lbs. with hazardous content (lead, cadmium, nickel, lithium)
A 48 foot tractor trailer full of furniture, household goods and clothing for clients of **The Wish Project** (Lowell)
25 pieces of quality furniture plus 10 bags and boxes of household goods for the clients of **Mission of Deeds** (Reading)
A 27 foot box truck and a large cargo van full of baby care items for **Community Giving Tree** (Boxford, serving Lawrence)
1000+ lbs. of reusable windows, doors, wood, paint, tools and tile for **Boston Building Resources**
One cargo fan filled with adult and children's clothing and shoes for **Neighbors in Need** (Lawrence)
One 15 foot truck entirely filled with clothing and miscellaneous items for the **Big Brother/Big Sister Foundation**
205 tires recycled by the **Central Mass Mosquito Protection Program**
146 bikes prepared to change lives around the world for **Bikes Not Bombs** (Jamaica Plain)
More than 3200 books, CDs, DVDs and other media for **More Than Words** (Waltham, serving youth in Foster Care)
Three SUVs full of gently used pet care items for **MSPCA at Nevin's Farm** and **Lowell Humane Society**
One box truck full of decorative items to be sold at Thrift Stores benefitting **Lazarus House Ministries** (Lawrence)
90 cell phones and 125 ink jet cartridges recycled to support arts and enrichment in the **Tewksbury Public Schools**
Increased activity at the **Paper Retriever**, with proceeds benefitting the **Wynn Middle School PAC**
More than 175 new "Likes" on our **Zero Waste Day, Tewksbury** Facebook page (now at 583)
Hundreds of visits to our dedicated website (zwdtewksbury.org), which includes a 6 month "Plan Your Own ZWD" guide



ZWD is a Community Effort!

Our THANKS to...

Town Manager and Board of Selectman for promotion of event on website, email and Facebook page
Department of Public Works for use of traffic cones, electronic signs, and for storage of ZWD supplies
Superintendent and Wynn Middle School for ZWD venue and permission to send flyers through schools
Local sponsors including The Barkery, Best Pets Veterinary Hospital, Dr. Stephen Demetriou D.M.D., Tewksbury Dental Associates, Tewksbury Congregational Church, Enterprise Bank, Heatherwood Gracious Retirement Living, Tewksbury Lions Club, Well Water Connection, Knowledge Beginnings, Wamesit Lanes, Tewksbury Rotary Club, Junk Depot, and Ready For Anything for offering \$3000 in financial support to eleven of the participating non-profit organizations
Local businesses including Pizza Mia, Donna's Donuts, and Dunkin' Donuts, for food and beverage donations
Wynn Community Service Club for stuffing our reusable ZWD shopping bags with info from the participating orgs
Saint Robert Bellarmine of Andover for printing our Used But Usable handouts
Keri Barry for accounting support and Melissa Lane and Renee Manning for graphic design support
Girl Scout Troop 60803 for staffing the Pet Donation station, serving MSPCA at Nevin's Farm and Lowell Humane Society
Jim Boudreau's Auto Body for publicizing ZWD on his electronic sign
Reid Graphics for complimentary printing of posters
Andover Recycler Keith Saxon for cross-promoting ZWD, Tewksbury at Andover's May ZWD and Andover Town Day
Funding from 2014 electronics recycling proceeds which made possible the purchase of 100 new ZWD lawn signs

Zero Waste Day, Tewksbury is co-sponsored by the *Tewksbury Recycling Committee* and *Tewksbury Congregational Church*.
ZWD is a self-supporting event, thanks to a modest margin realized through electronics recycling.

Event Coordinators: Loretta Ryan (macnmad@comcast.net) and Beth McFadyen (bmcfadyen@comcast.net)
Zero Waste Day, Tewksbury, PO Box 636, Tewksbury, MA 01876

www.zwdtewksbury.org



ZWD Recent Results Comparison

Category	2013	2014	2015	% change
Donors	421	587	502	-15%
Batteries	679 lbs. (478 lbs. hazardous)	1229 lbs. (1032 lbs. hazardous)	1130 lbs. (887 lbs. hazardous)	-8%
Electronics	9946 lbs.	20,886 lbs.	14,354 lbs.	-37%
Tires	135	173	205	+17%
Bikes	67	93	135	+37%
Books	2400	3600	3200	-12%
Cell Phones/Ink Jets	40	230	215	-7%

2015 ZWD donors represented 16 communities including:

Tewksbury, Andover, Lowell, Wilmington, Billerica, North Andover, Chelmsford, Westford, Woburn, Lexington, Methuen, Boxford, Lawrence, Reading, Burlington, and Manchester, NH

After seven successful Zero Waste Day events, we firmly believe that our 2015 event was ideally staffed and attended. With just over 500 donors, we completely filled all of the donation vehicles and ensured a smooth drive thru experience for all. Additionally, we secured financial sponsorships for each of the participating non-profits, and we welcomed the assistance of community groups including civic orgs, churches, scout troops and youth groups. And, if we are lucky, Zero Waste Day, Tewksbury will be featured on an upcoming episode of House Hunters International for HGTV. (We're going global!)

Save the Date! Tewksbury's 8th Annual Zero Waste Day is scheduled for Saturday, September 24, 2016.

Site Summary Report

Town of Tewksbury

Call2Recycle ID: 75582
Enrolled May 10 2005

Store ID:
300 Chandler St
Tewksbury, MA 01876-2023

Batteries / Cell Phones Collected From 01/01/2015 To 12/31/2015

Rechargeable Batteries

	Weight (lbs)
Nickel Cadmium (Ni-Cd)	32
Lithium Ion (Li-Ion)	13
Nickel Metal Hydride (Ni-MH)	10
Small Sealed Lead Acid (SSLA/Pb)	16
Total:	71

You Last Sent a Box to Call2Recycle
On August 18, 2015.
(146 Days Ago)

For the Reporting Period You Have:

Sent in **3** Boxes

Collected a Total of **89 lbs**

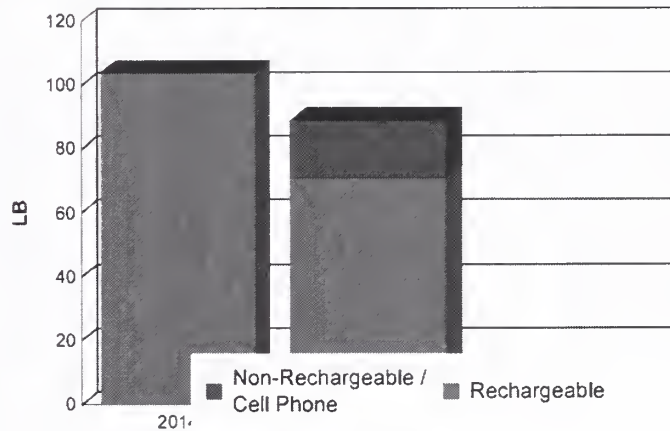
Returned **10** Cell Phones

Non-Rechargeable Batteries / Cell Phones

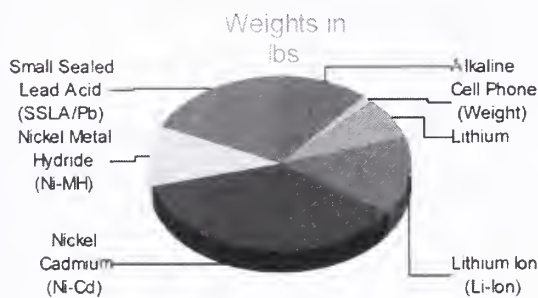
	Weight (lbs)
Alkaline	10
Lithium	7
Cell Phone (Weight)	1
Total:	18

Fully Charged - You last recycled with Call2Recycle within 3 months
Time To Recharge - You last recycled with Call2Recycle between 3 months and 1 year ago
Drained - You last recycled with Call2Recycle more than 1 year ago

3 Year Trend



Collection Breakdown



Alkaline	11.2%
Cell Phone (Weight)	1.1%
Lithium	7.9%
Lithium Ion (Li-Ion)	14.6%
Nickel Cadmium (Ni-Cd)	36.0%
Nickel Metal Hydride (Ni-MH)	11.2%
Small Sealed Lead Acid (SSLA/Pb)	18.0%
Total	100.0%

Call2Recycle Account Manager: Tim Warren
twarren@call2recycle.org

Historical Commission

The Tewksbury Historical Commission is established by Massachusetts General Laws as accepted by Town Meeting. Its duties are directed toward the purpose of “preservation, protection, and development of the historical or archeological assets” of the town of Tewksbury, as well as safeguarding and promoting appreciation of Tewksbury’s heritage.

In 2015, the Commission fulfilled its responsibilities under the town’s Demolition Delay By-Law, reviewing 28 applications for demolition permits and imposing the 270-day demolition delay on one, The Hardy-Pike house at 464 Main Street.

The Commission typically meets on the third Monday of alternate months in the Trustees Room of the Public Library. The Board of Selectmen is the appointing authority for the Commission.

TEWKSBURY HISTORICAL SOCIETY SUPPLEMENT

The Commission coordinates activities with the Tewksbury Historical Society, a non-profit corporation which has grown to more than one hundred and twenty five members. The following supplement was submitted by the Society:

The Tewksbury Historical Society has regular membership meetings which are always open to members of the public. Regular exhibits are held throughout the year in the Local History Room of the Tewksbury Library to display Tewksbury history. The Tewksbury Historical Society is the official repository for Tewksbury artifacts and photographs in Tewksbury. The public may view these photographs of Tewksbury's past at the Local History Room every Tuesday from 3:30 to 5:30pm. We can help you solve history questions about Tewksbury history.

Visitors and members are encouraged to donate items of Tewksbury history for preservation. These will be used to exhibit Tewksbury history. The Society is a non-profit (501C3) organization. Donations made to the Society are tax deductible. You may reach us by mail at: Tewksbury Historical Society, P.O.Box 522, Tewksbury MA 01876 or by emailing us at tewksburyhistoricalsociety@msn.com. Our websites are www.tewksburyhistoricalsociety.org or www.tewksburyhistoricalsociety.com". Phone contacts are Sandra Mouser at 978 851 4966 or Dave Marcus at 978 388 7262. Society has scheduled a number of tours and events for the year which can be found on the website.

The Historical Commission would also appreciate information about preservation issues, including any historical or archeological asset which may be threatened or unknown to us. Contact information for Commission members is below.

Respectfully Submitted,

THE TEWKSBURY HISTORICAL COMMISSION

William Wyatt, Chairman wjwyatt0518@verizon.net (978) 640-0658	Thomas Churchill, Vice-Chairman t.churchill@comcast.net (978) 640-6927
Warren Carey, Town Historian lizwarrencarey@gmail.com (978) 851-9165	Michael Hurton mike.hurton@gmail.com (978) 851-2431
Eileen McDonagh, Secretary (978) 851-6076	Robert Hunter (978) 851-6875
Patricia Stratis (978) 851-6206	

SAFETY

Fire Department

Police Department

Fire Department

The mission of the Tewksbury Fire Department is to protect and educate our community, show courtesy and compassion to all, and continue the honored tradition and dedication of the fire service that exceeds expectations.

The members of the Tewksbury Fire Department respond in a very efficient and professional manner throughout the year. The Department answered calls for assistance and provided service 7,896 times in 2015. Building fires accounted for 17 of the 90 responses to fire. Cooking fires continue to be the leading cause of fire in the home setting. Engine companies provided residents with lift assistance 209 times in 2015, up from 99 in 2013 and 2014 and the ambulance responded to 3,288 calls for medical assistance or service. Lift assists often involve falls. Falls involving older adults can reduce their ability to remain independent and one out of five falls causes a serious injury such as broken bones or a head injury according to Centers for Disease Control and Prevention. Along with checking smoke and carbon monoxide alarms, check to make sure good home lighting, trip hazards are removed, and railings and grab bars are secure and available in the home setting.

An important function of any fire department is to prevent the occurrence of situations that produce injury, death, destruction of property, or negatively impact our environment. We try to accomplish this through public education and fire prevention programs. In 2015, the Department received a State S.A.F.E. and Senior SAFE Grant for the education of school age children and senior adults in the area of fire and life safety. The 2015 grant funds provided for National Fire Prevention Week activities in October which included a Fire Station Open House and a presence at several safety fairs at local businesses. We are very fortunate to have a dedicated staff of firefighters and community volunteers that participate in these and other fire and life safety based programs throughout the year. The Council on Aging, Board of Health, Fire and Police Departments has teamed up to form a Hoarding Task Force. Working together we are making our community safer by helping people recognize and abate hazards in their homes. Information on programs and the Departments can be obtained from our newly redesigned website www.tewksbury-ma.gov.

In 2015, Captain Jon Viscione was selected and assigned to Fire Prevention Officer duties. Deputy Chief Albert Vasas transitioned from Fire Prevention duties to an operational role within the Department. Michael Merrill was assigned as the EMS Coordinator Specialist for the Department. James Giasullo, Jr. was promoted to Fire Captain and Joseph Kearns to Fire Lieutenant. Shawn Bradley and Justin Lamoureux were hired as permanent fulltime firefighters. New hires are required to attend and successfully complete an intensive nine-week recruit training program at the Massachusetts Firefighting Academy. The average age and years of service with the Department is 44 and 17 respectively. Our fire officers have an average of 25 years of service with the Department, firefighters 21, and firefighter/EMTs 6.

In August, the Fire Prevention Office was moved from the Center Fire Station to the Community Room at the South Fire Station. This move was necessary to allow the Fire Prevention Office to expand in the wake of numerous building projects going on throughout the community. It also gave office and storage space to Fire Investigator Lt. Scott Keddle. The Deputy Chief's responsibilities shifted to an operational role including but not limited to oversight of building and vehicle maintenance, pre-fire planning and inspection efforts, ISO compliance, procurement research, and personnel matters. Engine companies support fire prevention efforts by performing residential plan reviews, oil burner and smoke detector inspections, residential propane installation inspections, and quarterly daycare, hospital, and school inspections.

The Department consists of 55 sworn fire officers and firefighters and one civilian administrative secretary. In Tewksbury, line personnel are assigned to an engine company, an ambulance, or serve as the officer in charge of one of the four working shifts. The Town is broken down into three response districts with fire stations located in the Center, North, and South. Each station has one engine company with a lieutenant and two firefighters assigned. In addition to the engine company in the Center Station, two cross-trained firefighter/EMTs staff a primary BLS ambulance and a captain is assigned to oversee the on duty force. At the North Station, the two firefighters assigned to the engine company also staff a secondary BLS ambulance when the primary ambulance is already committed to a call. This leaves that engine company temporarily out of service if a second medical call comes in; however, the fire lieutenant left behind moves to an emergency response SUV should he/she be needed at another incident. An aerial ladder truck and a heavy rescue are housed at the Center Station along with a light brush truck. A normal response to a medical emergency would send the nearest engine company and the primary ambulance. A normal response to a house fire would send the two closest engine companies directly to the fire scene along with the shift commander and the primary ambulance, if

available. The third engine would respond to the Center Station to staff the ladder truck and await response instructions from the shift commander. This model has proved operationally effective and cost efficient for the majority of the community's response needs. Maintaining a minimum of three members on a responding engine or ladder company remains a high priority. Mutual aid and off-duty members are called in when incidents exceed the on duty crew's capability. Mutual aid is a concept that has been utilized by the fire service to help every city and town deal with those unusual incidents that a community cannot handle on its own.

The Department continues to replace and upgrade equipment through the support of the community and its leaders. Replacement of ten year old firefighter protective clothing, twenty year old fire hose, and an obsolete fire radio repeater was funded through a Town Meeting Warrant Article. Rescue chain saws were replaced on the engines and ladder truck. New ambulance reporting software and laptops were deployed on the Town's ambulances and outdated computers were replaced in the stations. A grant application to design and build a new regional 911 dispatch center was submitted to the State 911 Department and planning continued for the replacement of the Center Fire Station.

The Tewksbury Firefighters Union Local 1647 continues to sponsor a File of Life Program. This program will provide Tewksbury residents who have a significant medical history the opportunity to compile this information in a readily accessible and standardized format. To participate in this program please call (978) 640-4410 and ask to receive the File of Life; its free to you or your family members and it works!

Fire Department Roster

FIRE DEPARTMENT ROSTER – December 31, 2015

		Year of Hire		
FIRE CHIEF:	Michael Hazel	1988	Patrick Brothers	1995
			Joseph Dogherty	1986
			Patrick Doherty	1997
DEPUTY CHIEF:	Albert Vasas	1989	Todd Elliott	2006
			James Fitzpatrick	2011
CAPTAINS:	James Bruce	1995	Joseph Fortunato	2001
	Michael Callahan	1989	John Fowler	2004
	James Giasullo, Jr.	1988	David Giasullo	2012
	Gary Kerr	1988	Michael Giasullo	2011
	Jon Viscione	1985	William Gosse	1998
			Richard Hamm	1987
LIEUTENANTS:	William Brothers	1997	Timothy Holden	1994
	Robert Calistro	1998	Christian Irving	2014
	David Carney	1995	David Karlberg	2001
	James Giasullo	1988	Daniel Kasprzak	2013
	Jeffrey Giasullo	1995	Robert Keddie	2011
	Donald Greer	1986	Justin Lamoureux	2015
	Paul Guttadauro	1994	David Levy, Jr.	1997
	Brian Hurley	1989	Robert Little	1984
	Joseph Kearns	1995	Brian Mackey	2009
	Scott Keddie	1987	Timothy Mancusi	2014
	Russell McGlauflin	1989	Christina Merrill	2003
	Timothy Niven	1985	Michael Merrill	2004
	Kenneth Sandberg	2003	Thomas Murphy	2004
			Alan Rosemond	1989
FIREFIGHTERS:	Joel Altavesta	2014	Daniel Sawicki	2004
	Scott Austin	2003	Daniel Sitar	1987
	Peter Bielecki	2014	Daniel Small	1988
	Marc Bourdon	2013	Steven Spencer	2002
	Shawn Bradley	2015	Tyler Welch	2014
			Daniel Yost	2004

Incident Analysis/ Permits and Inspections

Incident Analysis	2015
Fire/Explosion	90
Overpressure/Rupture	1
Rescue Calls including Medical Assist	2,763
Hazardous Condition	111
Service Calls	882
Good Intent Calls	241
False Calls	485
Severe Weather/Natural Disaster	4
Special Type/Complaint	31
Ambulance Calls	3,288
Department Responses	7,896
Permits & Inspections	2,488
Department Responses	Total
1980	2,161
1990	3,160
2008	5,998
2009	6,115
2010	6,454
2011	6,701
2012	6,630
2013	7,009
2014	7,565
2015	7,896

Police Department

The Tewksbury Police Department provides for the safety and security of our community through the judicious enforcement of the laws of the Commonwealth of Massachusetts, the Town by-laws, the Constitution of the United States of America, and through crime prevention education and community programs. All personnel are truly dedicated to the Department's mission of providing these services with the highest degree of professionalism, honesty, integrity, and character. Every member of our Department is devoted to providing the highest quality of public service with respect, honor, fairness, pride, compassion, and courage.

The Department is comprised of seventy five (75) extremely motivated employees, including sixty (60) sworn officers, nine (9) civilian dispatchers, and six (6) civilian administrative support personnel. The lion's share of the Department's resources is being expended on the prevention, response, and investigation of property crimes, traffic accidents and issues, drug and alcohol violations, and crimes of violence. Epidemic level drug addiction is significantly impacting this community and driving the need for police services off the charts. Department personnel responded to roughly seventy (70) reported drug overdoses in both 2014 and 2015 with the number of related fatalities rising significantly from four (4) in 2014 to seven (7) in 2015. The tragic number of fatalities recorded in 2015 has come in a year when all Police and Fire Department vehicles were outfitted with the opioid antagonist/reversal drug Narcan and when it was administered in roughly fifty (50) percent of the reported overdoses.

The total number of incidents logged in the Department's Computer Aided Dispatch Records Management System in 2015, which include calls-for service, motor vehicle stops, and all patrol initiated activities, is approximately 55,172. Arrests have once again exceeded 700 this year, reaching 754 in 2015. In 2015, simple assaults have remained equal to 2014 numbers, burglaries are down by over ten (10) percent, thefts from a dwelling are down by seven (7) percent, thefts from a vehicle are down by over twenty (20) percent, and shoplifting has increased by over ten (10) percent. Drug activity, arrests, and offenses have remained significant while operating under the influence and drunkenness incidents have decreased by more than twenty five (25) percent collectively from 2014 to 2015. Department personnel have responded to approximately nine hundred (900) motor vehicle accidents and have issued approximately forty five hundred (4500) traffic citations in an effort to reduce traffic accidents, injuries, and fatalities and to improve the quality of life of the Town's residents. Officers are responsible for 31,190 proactive building and area checks and 4,810 motor vehicle stops, in 2015, in an ongoing effort to reduce crime and the fear associated with it. I firmly believe the reductions in property crimes are a direct result of this hard work and dedication.

In addition to the daily proactive and reactive regiment being performed by the Dispatchers, Patrol Division, and Detectives in 2015, the Department has integrated increased levels of crime prevention education and community programs into our crime reduction strategy (mission). The Department has targeted all Town populations with various programs that include: R.A.D. Seniors, R.A.D. (which we hope to integrate into the TMHS curriculum in the fall of 2016), radKIDS (which remains incorporated into the School Department curriculum), Substance Use Prevention and Education Week, Citizen Police Academy, National Night Out Against Crime, D.E.A. Drug Take-back Initiative, Operation Yellow Blitz, Operation Graduation, Safe Halloween, Child Safety Seat Checkpoints, Click-It or Ticket, Drive Sober or Get Pulled Over, Bike Helmet Rewards Program, and the P.A.L. Program. The Department continues to work in collaboration with all Town Departments and local non-profit organizations to bring these and other necessary programs and services to our residents and business owners as it is recognized that everyone's assistance is required in order to provide adequate education and achieve the desired results in this recovering economy where staffing levels and funding would not otherwise allow for it.

I would be remiss if I did not once again mention and memorialize how supportive the Town Manager, the Board of Selectmen, the Finance Committee, and the residents of this fine community have been during my six (6) year tenure as Chief of Police. The support has allowed us to improve our staffing budget to sixty (60) sworn positions after years of static staff funding and reductions that brought the Department's sworn contingent to a dangerously low total of fifty four (54) positions. The Manager and Board of Selectmen have acknowledged the significant workload on my personnel and the exceptional production by these highly dedicated professionals I consider myself fortunate to lead. The valiant effort of my personnel to provide for the safety and security of those we have been sworn to protect has never wavered during my tenure as Chief and I am grateful for that and the support we have received from our community. Our residents and local business owners have joined forces with us to keep the community safe. The cooperative effort of all those mentioned has made a difference.

Respectfully,

Chief Timothy B. Sheehan
Tewksbury Police Department
FBINA239

Police Department Roster

Chief of Police:	Timothy Sheehan	1987
Deputy Chief of Police:	John Voto	1996
Administrative Director:	Matthew Small	1997
Lieutenants:	James McKenna	1980
	Scott Gaynor	1996
	Robert Stephens	1996
	James Williams	1996
	Thomas Casey	1999
Detective Lieutenant:	Ryan Columbus	2000
Sergeants:	Brian Warren	1988
	Mark Perry	1988
	Chris Coviello	1989
	Timothy Kelly	1995
	Robert Field	1996
	Steven Torres	2000
	Thomas Cooke	2002
	Patrick Harrington	2003
	Joseph Kelley	2004
Detective Sergeant:	Brian O'Neill	2005
Court Prosecutor:	Walter Jop III	2000
K-9 Officer:	Albert Piccolo	2002
Detectives:	Peter Regan	2003
	Dennis Peterson Jr	2004
	Brian Farnum	2004
	Michael Donovan	2008
	Edward Jackman	2011
	Andrew Richardson	2011
Narcotics Unit:	Patrick Connor	2010
	Michael McLaughlin	2011
Evidence Officer:	Andre Gonzalez	1995
School Resource Officer:	Kathryn McLeod	1996
	Douglas Pratt	2004
Safety Officer:	Jennie Welch	2003
Traffic Unit:	Christopher Scott	2002
	Paul Nicosia	2008

Patrol Officers:	Kevin Reese	1989
	James Hollis	1995
	Markus McMahon	2001
	Kimberly O'Keefe	2002
	Arthur Piccolo	2002
	Eric Hanley	2002
	Karen Capuano	2003
	John Casey	2003
	Robert Bjorkgren	2003
	Alysia Russo	2008
	James Ryser	2008
	David Miano	2010
	Michael Newcomb	2010
	Christopher Lefebvre	2010
	Paul Morris	2011
	David Duffy	2011
	Christopher Byrne	2011
	Michael Holmes	2012
	Michael Vasconcellos	2013
	Kaitlin Sullivan	2013
	Shane Gallagher	2014
	James Allen	2014
	Matthew Rowe	2014
	Stephen Quinn	2014
	Matthew Pelrine	2015
	Christopher Adams	2015
Dispatch Supervisor:	Edward Sullivan	1994
Dispatchers:	Garin Worth	1997
	Karen Poisson	1997
	Kimberly Griffin	2001
	Jason McNamara	2008
	Matt Carapellucci	2008
	Robert Joyce	2010
	Janice Judd	2013
	Brianna Byers	2015
Reserve Dispatchers:	Christine Cicero	2010
	William Tarpey	2010
	Colin Trelegan	2010
	Erica Vozzella	2010
	Brianna Hartery	2015
	Mark Sarro	2015
	Courtney Pfifferling	2015
	John Jouvelis	2015
	Nicholas Flanagan	2015
Executive Assistant:	Alice Kennedy	1996
Secretaries:	Eileen Newton	1987
	Patricia Stotik	1995
Facility Maintenance:	Jack Crowe	2006

Reserve Police Officers:

Matthew Carapellucci
Joseph Delucia
Patrick Doherty
John Donoghue
Deborah Evans
Joseph Fortunado
Robert Fowler
Lee Gath
Phil Gath
George Hazel
Mark Hildebrand
Rick Hopkinson
John Jarek
Matthew Jarek
Robert Joyce
Steve Kandrotas
Scott Keddie
Dave Levy Sr.
Justin Lindhal
Richard Lumsden
Sharon McClafferty
Jason McNamara
Beverly Mosher
James O'Hare
Steve Pelrine
John Powers
Steve Powers
Paul Ringwood
William Schwalb
Kayla Sheehan
Daniel Sitar
Daniel Sawicki
Mark Tanguay
James Wackrow
Robert Westaway
Jack Whitehouse
Mark Wood

Crime Statistics 2015

Forcible Rape	18
Robbery	14
Assault Aggravated	91
Assault Simple	177
Assault Intimidation	82
Burglary/Breaking and Entering	57
Shoplifting	85
Theft from Building	65
Theft from Motor Vehicle	63
Theft of Motor Vehicle Parts	1
Thefts (all others)	177
Theft of Motor Vehicle	32
Counterfeiting/Forgery	29
False Pretense/Swindle/Confidence Game	56
Credit Card/Automatic Teller Fraud	22
Embezzlement	0
Destruction/Damage/Vandalism of Property	148
Drug/Narcotic Violations	142
Statutory Rape	3
Bad Checks	5
Disorderly Conduct	18
Driving Under the Influence	75
Drunkenness	93
Trespassing	10
Liquor Law Violations	12
All Other Offenses	468
Arrests	754
Citations	4534
Alarms	1062
Reports	2303
Building Checks	31190
Accidents	898
Call Volume	55172
Motor Vehicle Stops	4810

EDUCATION

School Department:

Superintendent of Schools

*Scholarship & Education Fund
Committees*

General Information

Enrollment by Schools

School Roster

*Shawsheen Valley Regional
Vocational / Technical School
District*

Superintendent of Schools

Introduction

The Tewksbury Public Schools serves students in grades preschool through grade 12. The district operates a preschool program, four elementary schools, an intermediate school, one middle school, and a comprehensive high school. In addition to the regular educational program, Tewksbury offers a full range of co-curricular and extra-curricular activities, extended summer learning opportunities, an extended day program, a full-time kindergarten (for a fee), and an adult educational program.

The cooperation between the Town and the district has enabled the school district to maintain curriculum and instructional services. Additionally, the infusion of one-time funds has led to the strengthening of our technology infrastructure, provided maintenance upgrades, and enabled the district to pursue needed curricular and textbooks.

Personnel

The process of change continues in the Tewksbury Public Schools. The district is pleased to announce the appointment of three principals, Matthew Castonguay, Principal of the Louise Davy Trahan School, Mary "Terry" Gerrish, Principal of the Loella F. Dewing School, and Felicia Wettstone, Principal of the Heath Brook School. The district welcomes the new principals along with several new teachers and support staff to Tewksbury.

Faculty and Staff

The Tewksbury Public Schools recognizes and honors the 2015 Retirees:

PRINCIPALS

Rosamond Dorrance, Principal, at the Heath Brook School – 10 Years

Donna Mooney, Principal, Louise Davy Trahan School – 24 Years

LOELLA F. DEWING SCHOOL

Pamela Lussier, Classroom Instructional Aide – 31 Years

Elizabeth Robinson, Reading Specialist – 21 Years

HEATH BROOK SCHOOL

Patricia Keddle, Kindergarten Teacher – 20 Years

NORTH STREET SCHOOL

Mary Louise Adams, Grade 3 Teacher – 20 Years

LOUISE DAVY TRAHAN SCHOOL

Linda Carter, Food Services Staff – 10 Years

Marcia Kalarites, Grade 4 Teacher – 46 Years

JOHN F. RYAN ELEMENTARY SCHOOL

Barbara Gillette Manna, Math Teacher – 16 Years

Joanne O'Brien, ELA Teacher – 27 Years

Beryl Puddester-McKenna, Special Education Teacher – 7 Years

JOHN W. WYNN MIDDLE SCHOOL

Kathleen Connell, Science Teacher – 35 Years

Donna Graham, Moderate Special Needs Teacher – 34 Years

Gail Hamilton, Art Teacher – 40 Years

TEWKSBURY MEMORIAL HIGH SCHOOL

Brian Hickey, Athletic Director – 22 Years

Linda House, School Nurse – 22 Years

We offer our thanks and appreciation to all of our retirees. Their work has impacted countless children and has had a profound impact on the Tewksbury Public Schools. We wish them the best in their retirement.

Curriculum and Assessment

The district's curriculum serves as a guide and helps teachers plan their day-to-day instruction. The curriculum provides a clear description of how each area of study is organized and how it connects with what is taught in other subject areas and classes. The Tewksbury Public Schools' curriculum is aligned to the Massachusetts Curriculum Frameworks incorporating the Common Core State Standards, and provides direction on what is most important for students to learn.

Each subject area and relative approved resources are reviewed on a regular rotating basis to help ensure the district's curriculum remains current and effective, and that the intended curriculum is embedded in the classroom. The two phases of the process are known as Program Design and Implementation & Monitor and Adjust.

Program Design and Implementation – There are several steps to complete in this phase of the curriculum-review process.

Staff development is the major focus during this stage. Workshops are planned during the school year and/or summer to support implementation. District staff development time, grade level meetings, and/or department meetings will be used to provide staff training for successful implementation.

Additional support systems for teachers are put in place. These might include, but are not limited to, a mentor system, teacher leaders, email support, a district intra-site for continuous updates regarding curriculum information, and other innovative strategies. Time is allocated from faculty, department, and common grade level planning meetings to articulate the new curriculum resources and share effective strategies.

Checkpoints are established to gather feedback from teachers. Adjustments in implementation and staff development are made along the way. Program observations are conducted during the year. Observation of teacher performance in implementing the new curriculum is emphasized since teachers are teaching brand new material. Emphasis in observation is placed on the program by looking for correct implementation and interpretation of the curriculum, continuity in delivery, and other important aspects of implementation. Lesson plans and unit plans are assessed to obtain understanding of program implementation. This information is used to impact the staff development program to provide continued support.

The recommendations of the superintendent are sent to the School Committee for review and approval.

After Committee approval, curriculum guidelines are developed that identify the content and skills students should learn for each grade level.

Monitor and Adjust – Based on input gathered during the school year and the feedback from teachers and administrators, some revisions to the curriculum may be necessary.

This full implementation continues throughout the curriculum evaluation and development years. This is a stage to continue to collect data for comprehensive program evaluation the following year. Staff development could be done in needed areas. Observation of teacher performance is appropriate at this stage.

In addition, the district satisfied all corrective actions needed towards the MA Department of Elementary and Secondary Education (DESE) Coordinated Program Review (CPR). In October 2013, the DESE CPR visitation team spent five days in the district reviewing the district's policies and procedures. The visitation entailed one part of the DESE's accountability system, which oversees local compliance with education requirements in the following areas: Special Education, Civil Rights and other General Education Requirements, and English Language Learner Education. The Tewksbury Public School System is in full compliance in all areas.

Massachusetts Comprehensive Assessment System (MCAS)

The results of the 2015 Massachusetts Comprehensive Assessment System (MCAS) revealed the following data for our district. The North Street Elementary School was classified as a Level 1 school. Across the district, our achievement distribution aggregate scores improved in 5 of the 6 categories. At the front of improved areas of student achievement were increases in science scores district-wide. In addition, Tewksbury's Student Growth Percentile outranks the state in English Language Arts. However, we continue to see that achievement data for our sub-group populations lag behind the aggregate in the tested content areas. In an effort to address these concerns, we continue to review and revise the service delivery models presently being utilized to service our sub-group populations. In addition, curriculum committees have been meeting to make certain that our present curriculum is aligned with the Massachusetts Curriculum Frameworks incorporating the Common Core State Standards (CCSS) in both English Language Arts and Mathematics, as well as to ensure that the format and content of the upcoming PARCC Assessment is consistent with the district's curriculum efforts.

School Department Budget

The revised budget for the 2014– 2015 school year was \$48,590,759 or an increase of \$1,882,343 (4.0%) as compared to the amount budgeted in the prior year. The composition of the budgeted increase for FY15 by major cost categories was as follows: Salary increased by 2.8%; Operating Costs increased by 5.1%; Capital Costs were flat; and Fixed Costs increased by 4.7%. Despite these ordinary increases to the budget, the school department was able to end the 2014 - 2015 year modestly favorable to budget while preserving staffing levels, maintaining school facilities, and continuing with services and programing at levels consistent with prior years. During the 2014 – 2015 year the school department received Federal & State Grant funding totaling \$1,292,723.

The budget for the 2015 – 2016 year was \$50,309,958, and then was increased at October 2015 Special Town meeting by \$681,706 to a revised total of \$50,991,664 or an increase of \$2,400,905 (4.94%) as compared to the prior year budget. The composition of the budgeted increase for FY16 by major cost categories is as follows: Salary increasing by 3.96%; Operating Costs increasing by 2.43%; Capital Costs are flat; and Fixed Costs increasing by 2.15%. Federal & State Grant funding for the 2015 – 2016 year is \$1,302,597 representing an increase of \$9,874 as compared to prior year. The School Committee as well as our School Administration is very confident that they can continue to maintain staffing levels and provide our students with a quality educational experience with this level of funding.

John and Abigail Adams Scholarship

The John and Abigail Adams Scholarship provides a tuition waiver for undergraduate education at the University of Massachusetts, the state colleges or community colleges. Students qualify for the scholarship when scoring in the Advanced category in either the Mathematics or the English Language Arts section of the grade 10 MCAS test: by scoring in the Proficient or Advanced category in the second subject (Math or English Language Arts); and have a combined MCAS score on their assessments that ranks in the top 25% in their school district. Congratulations to the Tewksbury Memorial High School award recipients:

2015 John & Abigail Adams Scholarship Recipients

Katherine Adelsberger	Karalyn Gallella	Justin Petrie
Ellen Aron	Lisa Gieng	Robert Piccolo
Amanda Aylward	Julia Gouveia	Aria Porzio
Ryan Bain	Steven Hamel	Steven Pothier
William Bennett	Rachel Harris	Kyle Puleo
Connor Blair	Taylor Kellogg	Domenic Raneri
Bianca Boschetti	Joshua Keough	Olivia Raso
James Boucher	Jacob Larsen	Amanda Rekkbie
Andrew Boudreau	Melissa Markwarth	Molly Robertson
Nora Butler	Lyndsay Marlowe	Marina Russo
Connor Callahan	Dylan McAteer	Madison Ryan
Samuel Canelas	Brooke McCarthy	Calvin Skinner
Eve Carciofi	Benjamin Mercado	Michael Slagle
Thomas Contaloni	Sarah Morley	Andrew Smith
Mark Desimone	Brian Nazaire	Tess Spencer
Taylor Donahoe	Kaley O'Neill	Michelle Stracqualursi
Nicholas Dunlap	Catherine Ozek	John Theriault
Megan Escott	Kendall Paoella	Meagan Timmins
Steven Fallon	Samantha Parker	Stephanie Travis
Rory Foley	Tanmay Patil	Hannah Varghese
Alex Froment	Connor Pennell	Karima Zahiri
	Aurelie Nicole Petherbridge	

School Committee Recognition

The School Committee has been working collaboratively with the Town Manager and all of the Town departments and offers to them many thanks for meeting the budget demands of Tewksbury Public Schools. The Districts recognizes the many efforts of the School Committee members, Chair Kristen Polimeno, Vice-Chairman Dennis Francis, Clerk James Cutelis, Brian Dick, and Jayne Miller for their leadership and the continued support of our staff, students, and the parents and guardians of the Tewksbury Public Schools.

Student Services & Special Education - Rick

On December 10, 2015, President Barack Obama signed into law the passage of *Every Student Succeeds Act (ESSA)* that redefines the federal role in elementary and secondary education. Essentially, the act aims to enhance the authority of states and local school districts have over the education of their children. This act is the latest revision of the nation's *main K-12 law and successor to the No Child Left Behind Act (NCLB)*. ESSA goes into full effect with the start of the 2017-2018 school year.

Although the implications to local schools is not tested, presumably accountability systems will include establishing goals that must address testing, English-language proficiency, graduation rates, and subgroups, including individuals receiving special education services. Additionally, local schools will be required to include at least one non-academic standard, such as student engagement, postsecondary readiness, or school climate and safety.

As such, legal mandates will continue to hold public schools accountable to all children, including those individuals identified as requiring specialized instruction and/or related services and supplementary supports to ensure that participation and individual growth performance measures are met. The regulatory statutes provide guidance to public schools to fund a free appropriate public education (FAPE) in the least restrictive environment (LRE).

If the public schools are unable to provide FAPE, then the district must provide and fund a public or private school for children with disabilities to ensure a place to learn and grow. Whenever possible, it is always in the best interest of the children to be educated within the school system because we provide an inclusive, robust educational experience that prepares them for college and career readiness, among other skills.

Tewksbury Public Schools continues to demonstrate commitment to create programs and enhance services, but our needs across the district continues to grow. The needs are not only for students with disabilities, but also include all subgroups and the general education population. More specifically, mental health issues and children with significant medical needs are requiring more specialized services that our schools are not fully capable of providing without increasing the specialized support model that includes social workers, mental health counselors, guidance counselors at the elementary levels, to name but a few.

These services are needed to ensure that all children across the district can access their education and continue to be productive members of their community. A report conducted by NESDEC (expected for release date February 2016) will outline the strengths and needs of the special education department, as well as, the educational services that all students would benefit from. The preliminary findings of the trends in the Tewksbury Public Schools special education trend report will show that PK-8 IEPs have decreased between SY13-15 by approximately 9%, while grades 9-12 IEPs have had an increase of approximately 8%, during the same time frame. Grades 9-12 increase is mostly attributable to social-emotional (mental health) issues, with many students hospitalized prior to being found eligible for special education services. The total IEPs from SY13-14 through SY14-15 showed an approximate overall increase of 9%, however, there is an expected decrease in the SY15-16 of approximately 9% due to students relocating to other districts, matriculating or aging out of services.

These overall findings demonstrate and provide favorable ratio of students to teachers, curriculum and instruction that is both skills based and effective. Supplementary supports for our disabled students and for teachers continue to be focused on a supportive learning environment. The co-teaching model supported through the collaborative efforts of the district and WestEd, also demonstrate the commitment to provide an inclusive education to all students, with particular emphasis on students with disabilities. To reiterate, however, the social-emotional needs of the student population across the district continues to present

challenges in providing robust supports to all children and to our faculty who are charged with educating them.

Although the rate of increase for special education services will almost always be greater than the rate of increase for the rest of the school programs, supporting all students across the district will lower the overall costs. This can be accomplished through early detection and prevention of children's complicated growth and development. We must meet our obligation to address the increasing social-emotional needs of all students by providing and offering robust services that are cost effective and responsible for all students, including those with disabilities.

Summary – Superintendent

I am honored and pleased to provide the citizens of Tewksbury an update on the progress of our public schools. This represents my sixth and final year as Superintendent of the Tewksbury Public Schools. I have enjoyed preparing this report as there is a tremendous amount of good news to share. Dedicated teachers, caring support staff, skilled administrators, supportive parents, engaged students, a wonderful community and a thoughtful School Committee comprise the Tewksbury Public Schools. The collective goal of this group is to ensure all our students receive a quality education.

I am honored to have had the opportunity be your superintendent; I loved coming to work in Tewksbury each and every day. It was an honor to work shoulder to shoulder with our teachers, students, parents, elected officials, municipal employees, and the School Committee who have routinely demonstrated to me they are committed to making a difference in our schools.

It has been, and will continue to be over the next several month, a privilege to work for a School Committee that demands of its employees and students excellence in the classroom, on the playing fields, and in every venue which contributes to the growth and development of children.

Again, I am honored to be your Superintendent of Schools.

John E. O'Connor, Ed.D. Superintendent of Schools

Class of 2015 Community Scholarship Awards

Group Awarding Scholarship	Scholarship Name	Recipients	Amount
AFL / CIO	UWUA Local 369 - Francis A Kennedy Scholarship	Matthew Cocca	\$500
AFL/CIO	LIUNA Local 560 - Joseph P Pavone , Sr. Memorial Scholarship	Shayne Russell	\$1,000
Byers Family	Willie Byers Memorial Scholarship	Courtney Donovan \$1,000 Tom Casey \$1,000	\$2,000
		Ryan Bednarek June Garcia Vincent Iannacci Michael Ladderbush Jessica Guida Ryan Carey Brendan Cooke	
Contaloni Family	Shane Marshall Contaloni Memorial Scholarship	James Hirtle Paul Wild, Jr.	\$12,000
Cooney / Praino Families	John Robert Cooney Memorial Scholarship	Ashley Maiuri Rebecca Keough	\$4,000
Curran / Doherty Families	Kay (Aspell) Curran Scholarship	Colin Quinn	\$500
Dewing PAC	Dewing School PAC Scholarship	Melanie Barteveyan \$250 Monica Aronson \$250	\$500
Dr. Christine McGrath	Performing Arts Award	Emilee Clapp	\$500
Elks	Massachusetts Elks Major Project Scholarship	Eva Barinelli	\$1,000
		Jared Martin \$800 Grady Cashman \$800	
Elks National	Most Valuable Student	Valerie Fischer \$800	\$2,400
Elks - Tewksbury / Wilmington	Tewksbury/Wilmington Lodge of Elks #2070 Scholarship	Ryan Panesitti/ Rose Souza / Makayla Calouro	\$1,500
		Ryan Petti; Derek Castiglione;	
Ernest Family (hockey)	The George 'Timmy' Ernest Memorial Scholarship	John Casey; Ryan Meade; Kyle Paquette	\$2,500
Ms. Irene Finneral	Scott Finneral Memorial Scholarship	Kristina Cervizzi	\$500
Gillette-Manna Family	The Daniel S. Gillette, Jr. Memorial Scholarship	James Sullivan \$1000 Valerie Fisher \$1000	\$2,000

Heath Brook PAC	Heath Brook School PAC Scholarship	Jessica Guida; Daniel Hurley; Andrew Nguyen (Munro Memorial) \$500 each	\$1,500
Holt & Bugbee interlinkONE	Holt & Bugbee Foundation Scholarship interlinkONE Scholarship	Jessica Guida Daniel Hurley Ashley Maiuri Jared Martin Andrew Nguyen Ryan Petti	\$12,500 \$500
James Miceli	The Honorable James Miceli Scholarship Award	Alexis Chaet	\$500
Lowell Five Cents Savings Massachusetts Secondary School Administrators' Association	Lowell Five Cents Savings Bank Scholarship	Emma Hyberts	\$1,000
McCarthy Road Race	Student Achievement Award 5th Annual Meghan McCarthy Road Race Scholarship	Michael Famiglietti June Garcia \$250 Deena Tsaousis \$250 James Hirtle \$250	\$750
Mulno Family	David A. Mulno Memorial Scholarship	Michael Baker	\$500
Murphy Family	Jerry Murphy Memorial Scholarship	Alexis Chaet ; Ryan Petti	\$2,000
North Street PAC	North Street School PAC Scholarship	Jessica Staffieri \$250 Lydia Florino \$250	\$500
O'Brien Family	The Kevin J. O'Brien Memorial Scholarship	Alex DiRocco \$1000 June Garcia \$1000 Grace Canavan \$1000	\$3,000
Olson Family	Ron 'Ronnie' Olson, Jr. Memorial Scholarship	Alex DiRocco	\$500
Peters Family	The Linda Peters Memorial Scholarship	David Dempsey \$1200 Alex DiRocco \$1200 Courtney Donovan 1200 Jenna Gillis \$1200 James Sullivan \$1200 Ben Rauseo \$1200	\$7,200
Redmen Football Club Rensselaer College	Various Awards Rensselaer Award	Ryan Bednarek James Sullivan Andrew Nguyen Thomas Casey Ryan Carey James Hirtle Nicole Petherbridge	\$10,000

Romano Family	Anthony J. Romano Memorial Scholarship	Alex DiRocco	\$1,500
Rotary Club - Merrimack Valley	Lawrence L. Day Memorial Scholarship	Scott Pastorello	\$500
Ryan PAC	John F. Ryan School PAC Scholarship	Nicole Beatrice	\$500
Schlott Tire	Schlott Tire Academic Scholarship	Alexa Forgione	\$500
Scott Family	The David W. Scott Memorial Scholarship	Colin Quinn	\$500
Stoneham Savings - Salem Five Charitable Foundation	Stoneham Savings - Salem Five Charitable Foundation Scholarship	Haley Tiernan	\$800
Tewksbury Country Club Charitable Foundation	TCC	James Sullivan Grace Canavan	\$1,000
Tewksbury Golden Age Club, Inc.	Tewksbury Golden Age Club, Inc. Scholarship	Jimmy Hirtle	\$500
Tewksbury Lions Club	Tewksbury Lions Club Scholarship	Jessica Guida, Grace Canavan, Calvin Satterfield, Jared Martin, Sandra Lily-Lantum	\$5,000
Tewksbury Music Association	Tewksbury Music Association Major Scholarship	Matt Pantanella	\$1,000
Tewksbury Music Association	Tewksbury Music Association Loyalty Scholarship	Anthony Barinelli, Eva Barinelli, Maddie Burgoyne, Emily Duquette, Shalimar Hulme, Ryan Murphy, Jennie Muse, Ronald Tam, Bryan Tam (\$500 each)	\$4,500
Tewksbury Recycling Committee	Tewksbury Recycling Committee / Republic Services Scholarship	Emma Sutherland \$500 Katelyn Wentworth \$500 Erin Walsh \$250 Deena Tsaousis \$250	\$1,500
Tewksbury Rotary Club	Tewksbury Rotary Club Scholarship	Jessica Guida Deena Tsaousis Jessica Staffieri	\$4,500
Tewksbury Teachers Association	Tewksbury Teachers Association Scholarship	Samantha Anderson Carly Downing (500 each)	\$1,000
Tino Family	Kevin Tino Memorial Scholarship	Eva Barinelli	\$500

TMHS Boosters - Baseball	TMHS Redmen Baseball Boosters Scholarship	Joe Csokmay, Alex DiRocco, Ryan Meade, Andrew Wallace, James Doran, Robert Cutone, Cam Gahegan, Brandon Imonti, Ryan Bednarek (\$300 each)	\$2,700
TMHS Boosters - Basketball / Football Cheerleaders	TMHS Basketball / Football Cheerleader Boosters Scholarship	Corrinne Doyle \$500 Colleen Kelly \$500 Paige Winn \$350 Deidre Somerville \$500 Devin Souza \$125 Megan Johnston \$425 Meghan Arsenault \$425 Katelyn Wentworth \$425 Sam Anderson \$500 Joe Csokmay Derek McGaffigan Henry Roberts	\$3,750
TMHS Boosters - Boys Basketball	TMHS Redmen Boys Basketball Booster Club	Alex DiRocco Petros Nacopoulos Amanda Brown \$300 Cora Gagnon \$150 June Garcia \$300 Lindsey McCarthy \$300 Bethanie Murphy \$300 Carlye Slavin \$300 Natalia Styburski \$300	\$500
TMHS Boosters - Field Hockey	TMHS Redmen Field Hockey Boosters Scholarship	Bethanie Murphy \$300 Carlye Slavin \$300 Natalia Styburski \$300	\$1,950
TMHS Boosters - Girls' Basketball	TMHS Redmen Girls' Basketball Boosters Club Scholarship	Amanda Brown \$500 Shannon Smith \$500 Kyle Paquette Colin Quinn Ryan Meade Rob Cutone Derek Castiglione Ryan Petti Pat Leonard David Dempsey, Cody Morgan	\$1,000
TMHS Boosters - Hockey	TMHS Redmen Hockey Booster Club Scholarships	Sean Brady Sean Casey (\$250 each)	\$2,750

		Alex Schelfauldt	Brendan	
		O'Connor		
		Colin Quinn		
		Dan McColgan		
		David Dempsey		
		James Sullivan		
		Jimmy Hirtle		
		John Casey		
		PJ Wild		
		Scott Pastorello		
		Sean Brady		
		Thomas Casey		
		Amanda Brown		
		Beth Murphy		
		Carlye Slavin		
		Jamie Fowler		
		June Garcia		
		Lindsey McCarthy	Natlaia	
TMHS Boosters -	TMHS Lacrosse Boosters	Styburski		
Lacrosse	Scholarship	Rose Souza		\$5,325
		Monica Aronson	\$240	
		Meredith Cahill	\$120	
		Ariana Calouro	\$240	
		Karah Chaisson	\$180	
		Michelle Creedon	\$240	
		Hillary Fletcher	\$240	
		Sandra Lily-Lantum	180	
		Samantha Teague	\$180	
		Haley Tiernan	\$120	
		Marcos Aguilar	\$180	
		Benn Lafortune	\$240	
		Matthew Lemos	\$240	
		Andrew Loiselle	\$240	
		Daniel McColgan	\$240	
		Ryan Murphy	\$180	
TMHS Boosters -	Deb Billings Memorial	Petros Nacopolous	180	
Soccer	Scholarship	Kyle Paquette	\$240	\$3,480
		Cora Gagnon		
		Anna Sessa		
		Jessica Silva		
TMHS Boosters -	Tewksbury Redmen	Erin Walsh		
Softball	Softball Boosters Club	Amber Ouellette	(\$300 ea)	\$1,500
	Scholarship			

		Emma Hyberts \$100	
		Haley Tiernan \$75	
		Deena Tsaousis \$100 Liz	
		Cochrane \$75	
		Dimple Gandhi \$100	
		Monica Aronson \$100	
		Stephanie Dardonis \$25	
		Rebecca Keough \$75	
		Mariel Del Toro \$75	
		Jared Martin \$50	
		William Hopkins \$25	
		Grady Cashman \$25	
TMHS Boosters -	Tennis Booster Club	Billy Faranda \$25	
Tennis	Scholarship	Gerald Quek \$25	\$875
		Marissa Colin	
		Lindsey Cossar	
		Jordan Ezekial	
TMHS Boosters -	Volleyball Booster Club	Carly Downing	
Volleyball	Scholarship	Erin Walsh (\$500 each)	\$2,500
		Michael Famiglietti 300	
		Calvin Satterfield 300	
		Anthony Barinelli 275	
		Matthew Cocca 250	
		Dom Rosmarinofski 225	
		Brian Conneely 200 Seth	
		Auger 175 Andrew	
		Nguyen 175 Ben Rauseo	
TMHS CC Track Team	Dennis McGadden Track &	175 Jared Martin 50	
- Boys	Cross Country Awards	Devin Souza 50	\$2,175
		Carina Berglund 300	
		Grace Canavan 300	
		Caitlyn Leary 275	
		Eva Barinelli 175	
		Cassandra Froio 150	
		Emma Sutherland 150	
		Michelle Creedon 100	
		Lindsey Cossar 100	
TMHS CC Track Team	Dennis McGadden Track &	Hillary Fletcher 100	
- Girls	Cross Country Awards	Paige Winn 75	\$1,625
		Benjamin Rauseo Jessica	
		Guida Madeline	
		Burgoyne Carina Berglund	
		Carlye Slavin Samantha	
		Anderson Marissa Conlin	
TMHS PAC	TMHS PAC Scholarship	Katelyn Wentworth (\$500 each)	\$4,000
Trahan PAC	Trahan PAC - The George	Nicole Beatrice	\$500
	S. Paul Scholarship	Jessica Guida	
		Grace Canavan	
Wolf Family	Jonathon Wolf Memorial	Jared Martin (\$500 each)	\$1,500
	Scholarship		

Wynn PAC	John W. Wynn PAC Scholarship	Erin Walsh Rachel Santuosuosso (\$500 each)	\$1,000
Youth Baseball	Ed Sullivan Memorial Scholarship	Cassandra Froio	\$500
Youth Boys Basketball	Edward P. Sullivan Memorial Scholarship	Derek McGaffigan	\$1,000
Youth Boys Basketball	James G. Medonca, Jr. Memorial Scholarship	Vincent Iannacci Paul Wild, Jr.	\$1,000
Youth Boys Basketball	Tewksbury Boys' Youth Basketball Scholarship	Anthony Barinelli (\$500 ea) Paul Wild, Jr \$750 Vincent Iannacci \$1000	\$1,000
Youth Football	Various awards	James Hirtle \$1000	\$2,750
		Marissa Conlin \$600 Shannon Smith \$500 Carlye Slavin \$500 Colleen Kelly \$200 Corinne Doyle \$200 Lindsey Cossar \$200 Jessica Guida \$200 Eva Barinelli \$150 Cassandra Froio \$150 Shalimar Hulme \$150 June Garcia \$100 Emily Duquette \$100 Meredith Cahill \$100	
Youth Girls Basketball	Tewksbury Youth Girls' Basketball League Scholarship	TYSA \$500 each: David Dempsey John Casey, Jr. Derek Castiglione; Carpenito Memorial Kyle Paquette: \$1000 Meredith Cahill June Garcia James Hirtle	\$3,150
Youth Hockey	Tewksbury Youth Skating Association Scholarship & Alfred Carpenito Memorial Scholarship	Paul Wild, Jr. (250 each)	\$2,500
Youth Lacrosse	Various awards		\$1,000
Youth Soccer	Various awards	James Miceli Scholarship \$450 to Meredith Cahill; Ed Flanagan School \$450 to Kyle Paquette and \$450 to Anthony Barinelli; Patrick Slattery School \$375 to Alexis Chaet; Lea DiFronzo Memorial School \$450 to Emily Duquette; Meghan McCarthy Memorial School \$450 to Eva Barinelli	\$2,625

Youth Softball	Tewksbury Girls' Softball League Scholarship	Erin Walsh \$450 Jessica Guida \$450 Carlye Slavin \$450 Marissa Conlin \$450 Shannon Smith \$450 Shalimar Hulme \$200 Meghan Arsenault \$200 Carly Downing \$200 Colleen Kelly \$200	\$3,500
Zawacki Family	The Joshua Zawacki Memorial Scholarship	Calvin Satterfiled and Lydia Florino (\$1500 ea)	\$3,000
Total Awarded			\$154,305

2015 OCTOBER COUNT ENROLLMENT																	
SCHOOL	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	PG		TOTALS
NORTH ST					131	154											285
TRAHAN					123	112											235
DEWING	83	127	138	121													469
HEATH BROOK	24	96	105	132													357
RYAN							264	312									576
WYNN MIDDLE									297	313							610
HIGH SCHOOL (HS)											242	243	270	244	7		
PreSchool @ HS	15																15
TOTALS	122	223	243	253	254	266	264	312	297	313	242	243	270	244	7		3553

2014-2015 SCHOOL YEAR ROSTER

TEWKSBURY MEMORIAL HIGH SCHOOL

Kristen Vogel, Principal • Jason Stamp, Assistant Principal • Dr. M. Eileen Taylor Osborne,
Assistant Principal

DEPT. HEAD, HUMANITIES – *Brian Aylward* • DEPT. HEAD, MATH, COMPUTER PROGRAMMING, BUSINESS, & ART – *Shelli-An Ryan* • DEPT. HEAD, SCIENCE, TECH., FAMILY & CONSUMER SCIENCE, AND MUSIC – *Susan Barnett*

<u>ENGLISH</u> Andrew Bellistri John Byrnes Bryan Desjardins Brian Gouthro Lynne Hardacre Kathryn Palladino Cynthia Peloquin Catherine Stack	<u>SOCIAL STUDIES</u> Brian Aylward Emily Bierman Donna Boudreau-Hill Marc Demers Robert Doolan Peter Molloy Dustine Puma Francis Cusick Jade Scarpa	<u>MATHEMATICS</u> Robert Brigida Peter Fortunato Debra Glass Vikki Ireland Mary Jo Kelleher Ashley Languirand Marybeth McGinn Kevin Muise Anne L. Rand Shelli-An Ryan Daniel Packard	<u>ART</u> Jennifer Arnold Nicole LaPierre David Moffat <u>BUSINESS</u> James Sullivan <u>TECHNOLOGY</u> Frances DeLucia Susan Sullivan	<u>SCIENCE</u> Susan Barnett Kelly Burishkin Daniel D'Amore Eamon Edgerton Shelly Galusha Janet Gordon James Pringle Nicole Saad Marie White Julia Nix	<u>FAMILY & CONSUMER SCIENCE</u> Nicole Smallidge <u>MUSIC</u> Andrew Walsh
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LEAD TEACHER, FOREIGN LANGUAGE – *Paul Early* • DEPT HEAD GUIDANCE – *Karen Baker O'Brien* • ATHLETIC DIRECTOR AND FRESHMAN TRANSITION ADVISOR – *Brian Hickey*

<u>FOREIGN LANGUAGES</u> Bethany Beauchesne Paul Early Graca Dudley Kristen Duhamel Joanne Meziane Florence Souza	<u>GUIDANCE</u> Kennan Daniel David Harne Karen Baker O'Brien Kristina Sheahan <u>LIBRARIAN MEDIA SPECIALIST</u> Mary Eldringhoff	<u>PHYSICAL EDUCATION</u> Brandon Foye Patricia Ryser Diane Ryan <u>HEALTH</u> Karen Ferreira Denise Saindon Heidi Dube Maureen Sharrock	<u>BUILDING & STUDENT SAFETY MONITOR</u> Frank MacKenzie <u>DIGITAL & PERFORMING ARTS</u> Jessica Harms <u>TV STUDIO TECHNICIAN</u> Jessica Simpson	<u>FOREIGN LANGUAGES</u> Bethany Beauchesne Paul Early Graca Dudley Kristen Duhamel Joanne Meziane Florence Souza	<u>GUIDANCE</u> Kennan Daniel David Harne Karen Baker O'Brien Kristina Sheahan <u>LIBRARIAN MEDIA SPECIALIST</u> Mary Eldringhoff
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JOHN W. WYNN MIDDLE SCHOOL • John Weir, Principal • Andrew Long, Assistant Principal

TEAM 7A – Sara Cowan, T.L. <u>ENGLISH</u> Sara Cowan <u>SOCIAL STUDIES</u> Roger Maxfield <u>MATH</u> Amanda Webb <u>SCIENCE</u> Cindy Abate-Upson	TEAM 7B-Cathleen Bilodeau, T.L. <u>ENGLISH</u> Jaclyn Murphy <u>SOCIAL STUDIES</u> Dorothy Graaskamp <u>MATH</u> Cathleen Bilodeau <u>SCIENCE</u> Kathleen Connell	TEAM 7C – Fran Rouff, T.L. <u>ENGLISH</u> Kimberly Johnston <u>SOCIAL STUDIES</u> Margaret Perkins <u>MATH</u> David Bernstein <u>SCIENCE</u> Francesca Rouff	TEAM 7D-Kellyn Welch, T.L. <u>ENGLISH</u> Kellyn Welch <u>MATH</u> Kim Terry
TEAM 8A –Carol Navetta, T.L. <u>ENGLISH</u> Nicole Dunn <u>SOCIAL STUDIES</u> William Fabiano <u>MATH</u> Joanne Hession <u>SCIENCE</u> Carol Navetta	TEAM 8B-Kristina Rogers TL <u>ENGLISH</u> Keith Williams <u>SOCIAL STUDIES</u> Christopher Gagnon <u>MATH</u> Dannie Shao <u>SCIENCE</u> Kristina Rogers	TEAM 8C <u>ENGLISH</u> Elaine Speros <u>SOCIAL STUDIES</u> Joshua Bilodeau <u>MATH</u> Natasha MacFarlane <u>SCIENCE</u> Katherine Deveau	TEAM 8D-Kellyn Welch, T.L. <u>ENGLISH/SOCIAL STUDIES</u> Erin Caron <u>MATH/ SCIENCE</u> Michael Gillespie
<u>ART</u> Gail Hamilton <u>MUSIC</u> Catherine Himmel <u>INSTRUMENTAL MUSIC</u> Timothy Olevsky <u>HEALTH</u> Maura Dearing /Ashley Peterson	<u>WORLD LANGUAGES</u> <u>FRENCH, SPANISH</u> Christine Welch <u>SPED – Elaine Cheng Sinclair, T.L.</u> Laura Williams Laura Labrie	<u>EXPLORATORY</u> <u>COMPUTERS/PHYS. ED.</u> Lisa Bailey Bonita Hansberry <u>PHYSICAL EDUCATION</u> Thomas Morrill Holly Germain	<u>LIBRARIAN/GUIDANCE</u> Jennifer Dwyer Jaime Noberini <u>COMMON CORE</u> <u>WRITING</u> Jonathan DiPrima <u>INDUSTRIAL TECH.</u> Joseph Frank

JOHN F. RYAN ELEMENTARY SCHOOL • Judi McInnes, Principal • William Hart, Assistant Principal

TEAM 5E <u>ENGLISH/SOCIAL STUDIES</u> Brittany Roberts <u>MATH/ SCIENCE</u> Robert Rogers <u>SPED</u> Beryl Puddester-McKenna	TEAM 5F <u>ENGLISH/SOCIAL STUDIES</u> Kim Hillson <u>MATH/SCIENCE</u> Eileen Lindsey <u>SPED</u> Jennifer Gillespie	<u>ART</u> Jilian Sapienza <u>MUSIC</u> Marguerite Weidknecht <u>INSTRUMENTAL MUSIC</u> Timothy Olevsky <u>HEALTH</u> Kristi Sarcione <u>COMPUTERS</u> Dale Nicholson / Susan Spollen <u>CASE MANAGER</u> Cheryl Porcaro	<u>PHYSICAL EDUCATION</u> Ronald Drouin / James Manley <u>LITERATURE</u> Rose Curley Andrea MacMullin <u>READING</u> Kimberly Stone / Lisa Zullo <u>LIBRARY/MEDIA/SPLST</u> <u>LEARNING CENTER</u> Alissa Smith-Dockham Julie Serino
TEAM 6A – Jennifer Mrozowski, T.L. <u>ENGLISH</u> Nick Amato <u>SOCIAL STUDIES</u> Kristen Romano <u>MATH</u> Kim Hynes <u>SCIENCE</u> Jennifer Mrozowski <u>SPED</u> June Fagan	TEAM 6B – Kathleen Anderson, T.L. <u>ENGLISH</u> Nicole Hynes <u>SOCIAL STUDIES</u> Kathleen Anderson <u>MATH</u> Charlaine Melly <u>SCIENCE</u> Robin Reading <u>SPED</u> Martha Hartnett	TEAM 6C- Barbara Gillette Manna, T.L. <u>ENGLISH</u> Janet Davis <u>SOCIAL STUDIES</u> Jean Chan <u>MATH</u> Barbara Gillette Manna <u>SCIENCE</u> Rachael Strandberg <u>SPED</u> Lauren Vieira	TEAM 6D – Susan E. Hogan, T.L. <u>MATH/SCIENCE</u> Susan E. Hogan <u>ENGLISH/SOCIAL STUDIES</u> Andrée Johnson Bree Jacobson

HEATH BROOK SCHOOL • Rosamond Dorrance, Principal Carole Gallo, Head Teacher		LOELLA F. DEWING SCHOOL Geraldine Cummings and Kevin McArdle, Co-Principals • Jan Fuller, Assistant Principal	
<u>Kindergarten</u> Brandi DeCarolis Patricia Keddie Stacey Paradis Donna Greene <u>Grade 1</u> Teresa Enos Joanne Morrissey Ashley Spatola- SPED Julie Taggart Kathy Ventura Ann Whynot-Parthum	<u>Grade 2</u> Karen Bancroft Donna Bowden Debbie Brewin Carole Gallo Sheri Mulloy Emily Niles Jennifer Price	<u>PreK-2 PDD</u> Ned Finneran <u>Kindergarten</u> Heather Grace Bradley Allison Cameron Sarah Gillotte Jennifer Marcella Teresa Molea <u>Grade 1</u> Kathy Carleton Lisa Cournoyer Maryellen Hirtle Mary Lazzara Megan Robinson - Inclusion Kristi Rodgers Kelly Scialdone Lisa Tramonte	<u>Grade 2</u> Christa Covino Shelley DeGrechie Beth Daley Kailey LaFlamme - Inclusion Kathleen MacLeod Judy Wynnton Shannon Miranda Sarah Yore <u>PreK Developmental Learning Ctr.</u> Patricia Martel - DLC 1 Sarah Tsakalakos - DLC 2 PreK DLC – TBD <u>Integrated Preschool</u> Alissa Palange Tara Quinn Amanda Seeley
LOUISE DAVY TRAHAN SCHOOL Matthew Castonguay, Interim-Principal • Shannon Demos, Head Teacher		NORTH STREET SCHOOL Angela Kimble Principal Joan Lynch, Head Teacher	
<u>Grade 3</u> Mary Beth Aiello - Inclusion Judy Allard Sandra Frost Lori Hyland Jamie Lane Susan Mulno Sheila Sadler <u>Grades ¾ Life Skills</u> Janet Reyes <u>Grades 4 Inclusion</u> Jennifer Kelly	<u>Grade 4</u> Jennifer Cote Shannon Demos Catherine Gagne Marcia Kalarites Mary Loosen Susan Moorer <u>Moderate Special Needs</u> Michele Hughes <u>ACADEMIC COACH</u> Charity Legvold	<u>Grade 3</u> Mary Lou Adams Nancy Boyle Loren Carlino Lisa Desrochers Nicoletta DeVincentis, <u>Inclusion</u> Theresa Follett Michelle McGrath Mary Petrie <u>Developmental Lrng Ctr</u> Christine Strickler <u>School Psychologist</u> Elizabeth Mancuso	<u>Grade 4</u> Sarah Boudreau Lisa Chasan Kathleen Conrad Kim Gagnon Lynn Marsh Heidi Reinhart Kimberly Russo Jeanne Selissen <u>PDD</u> Candace Tharrett

ELEMENTARY SPECIALIST

SPECIAL EDUCATION DEPARTMENT

<p><u>Reading Specialists</u> Chloe Callahan – Heath Brook Gloria Graves – Trahan School Nancy Kalajian – North Street Elizabeth Robinson – Dewing</p> <p><u>Elementary Art</u> Kristen Kosiba-Dewing/NS Jennifer Barbati - HB/Trahan</p> <p><u>Elementary Music</u> Gayle Bridgford-Dewing/NS Steve Nahlik - Trahan/HBBrook</p> <p><u>Elementary Physical ED</u> Jodi Higgins - Dewing/NS Daniel Merry - HB/Trahan</p> <p><u>Academic Coach - Writing</u> Charity Legvold – NS/Trahan</p> <p><u>Attendance Officer</u> John Donoghue</p> <p><u>Math/Writing Teacher</u> Debbie Buehler – HB/Dewing</p> <p><u>Title I Academic Coach</u> Melissa Engelken – HB Ashley Hanifin – Trahan Karen Nordstrom – NS</p> <p><u>Literacy Coach</u> Andrea Smolinsky – Dewing Colleen Allison – Dewing Samantha Napolitano– HB</p> <p><u>Case Managers</u> Alexis Bosworth – Dewing/NS Rosemary Coughlan-HB /TRA Elizabeth Muscolino – Dewing Cheryl Porcaro – Ryan School</p>	<p><u>Case Managers, Cont.</u> Elaine Sinclair – Wynn Chuck Zucco – TMHS</p> <p><u>Early Childhood Specialist</u> Alissa Palange – Dewing Tara Quinn – Dewing Amanda Seeley – Dewing</p> <p><u>English Language Learner</u> Kathy Henry (P/T, Contracted) Karen Hodgson – System wide</p> <p><u>Guidance Counselors</u> Karen Baker O'Brien – TMHS Kennan Daniel – TMHS David Harne – TMHS Kristina Sheahan – TMHS Jennifer Dwyer – Wynn Jaime Noberini – Wynn</p> <p><u>Moderate Special Needs</u> Mary Beth Aiello - Trahan Marco Basilier - TMHS Alexis Bosworth– Dewing/North Case Mgr Amanda Boucher – Wynn Richard Camire – Wynn Lisa Chasan – North Street Rosemary Coughlan, Case Mgr Nicoletta DeVincentis–NS Michelle Dick – TMHS School June Fagan – Ryan School Anne McGregor Fay – TMHS Sandra Ferrara – Ryan School William Fuller – TMHS Patrick Galligan – TMHS Carole Ann Gallo – HB</p>	<p><u>MSNT, Cont.</u> Kevin Gibson – Ryan School Jennifer Gillespie – Ryan Sch Martha Harnett – Ryan School Donna Graham – Wynn Robyn Hakala – Dewing Michele Hughes – Trahan S Bree Jacobson – Ryan School Jennifer Kelly – Trahan School Laura Labrie – Wynn School Renee Langlais – Heath Brook Joan Lynch– North Street Elizabeth Marrocco – Dewing Patricia Martel– Dewing Patrick McAndrews TMHS Joel McKenna – TMHS Kathleen A. Morrill – Ryan Kara Murray – Wynn James Otis – Wynn Cheryl Porcaro-Ryan/Case Mg Beryl Puddeste-McKenna – Ryan School Cindy Ramaska – Wynn Janet Reyes – Trahan School Meghan Robinson – Dewing Shaina Ross– Wynn School Julie Serino–SPED Teacher, Ryan School Elaine Sinclair-Cs. Mgr.-Wynn Alyssa Smith-Dockham – Ryan School Ashley Spatola – Heath Brook Christine Strickler, NS Candace Tharrett – NS</p>	<p><u>MSNT, Cont.</u> Lauren Vieira – Ryan School Laura Williams– Wynn Charles Zucco-Cs. Mgr-TMHS Gail Bliss – System wide Barbara Joyce - System wide</p> <p><u>O.O.D</u> Renee Czyzewski</p> <p><u>P.D.D.</u> Sarah Tsakalakos – Dewing Candace Tharrett – NS</p> <p><u>Occupational Therapist</u> Jennifer Merrill – Systemwide</p> <p><u>Physical Therapist</u> Jennifer Merrill – Systemwide</p> <p><u>Psychologists /School</u> Adjustment Counselors Susan Clark – Trahan School Alison Hayes – Wynn School Elizabeth Mancuso – NS Ali Comer Meeker– Ryan Sch Elizabeth Muscolino– Dewing Mariellen Nastasi – HB</p> <p><u>Social Emotional/Behavior- Lrng Ctr</u> Laura Labrie– Wynn</p> <p><u>Social Worker</u> Lauren Sheehy – TMHS</p> <p><u>Speech Therapists</u> Courtney Campbell – Dewing Carolyn Dooley – Dewing Susan Drum – Wynn/Trahan Catherine Gerenz – Dewing Brenda Meuse – Heath Brook Tiffany Trant – Ryan/TMHS</p>
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EDUCATIONAL SUPPORT PERSONNEL

<p>Classroom Instructional Aides Mary Abbott – Heath Brook Colleen Allison-LitCoach/Dew Laurie Angelo – Wynn Karen Berglund – Ryan School Brian Blake – TMHS Marie Bourgeois – Trahan Anne Brennan – Trahan S Christine Cote – Wynn Paula Curtin – North Street Mary Ann Deshler–SPED–Wynn School Michelle DiLemme - Dewing Lisa Donahue – Dewing Joanne Elwell – Spec Needs, Trahan Melissa Engelken-Acad Coach Heath Brook Cheryl Froio – Heath Brook Kaitlin Hogan –(Acad. Coach) Trahan Scott Hynes – Ryan School Ian Kay-VHS Site Coor/TMHS</p>	<p>Kathy Kakleas – Ryan School Mary Kapust –Heath Brook Melissa Lane – Ryan School Alan Lefebvre– TMHS Pamela Lussier – Dewing Andrew Mastone – Wynn Erica Matranga – Wynn Robert McIsaac – TMHS Kayla McLaughlin– Ryan Emily Noel – Wynn School Teresa Oberg–North Street Katelyn Pacini- TMHS Kristina Petrie – Dewing Jefferson Rauseo – TMHS Ellen Dale Robichaud – Ryan MaryAnn Romanski – Ryan Cheryl Ann Silva- Dew/Trahan Andrea Smolinsky – Dewing Lori Spezzano-PDD Aide/Dew Kathy Starling – North Street Mary Beth Tierney – Dewing Melanie Tirabassi-LngCrt/HS Denise Trevor–HB/NS</p>	<p>CIA's cont. Kristin Wahl-Acad. Coach/NS James Walker – TMHS Dennis Winn – TMHS</p> <p>Classroom Aides Linda Alukonis – Kind/Dew Debbie Bennett-Special Needs Ryan School Donna DePierro – HB Laurie Doherty – Kind/Dewing Patricia Gale – Kind. HB Karen Gillotte – Kind. HB Marie Guida-Copy Ctr. TMHS BethAnn McDermott-kdg/Dew Ginger Scott-Lifeskills TMHS Ann Mary Theisen – Dewing Rebecca Walsh–Spec. Needs–Wynn Eileen Weiss – Kind. Dewing Mary Ellen Zier – Kind. HB</p> <p>School Secretaries Kathleen Casey – TMHS Maria Doherty – Trahan June Fowler – Ryan School</p>	<p>School Secretaries Christine Fronduto – TMHS Joanne Gustin – Trahan School Michelle Jennings-HB/Dewing Gail Johnson – Supt's Office Joanne Kearns – Wynn Patricia Kearns – Bus.Office Kelly Mercier – Heath Brook Janice LaRocque-Supts Office Lisa Marget – Business Office Annmarie McCormick-TMHS Maria McLaughlin – Ryan Patricia Meuse-Bus. Office Maura Rauseo-Community Ser Kaitlyn Silva-Business Office Patricia Napoli – Wynn Nancy O'Hare – TMHS Susie Meuse– Data Processing Nancy Tormane-SPED/Ctr Sch Joy Wallace – Dewing School Patricia Welch-SPED/Ctr Sch Patricia Whitehouse – TMHS School Guidance Sharon Zaremba – North Street</p>
<p>Athletic Trainer James Walker, TMHS</p> <p>Data Processing, Transportation & Facilities David Libby – Center School</p> <p>Human Resources Michele Rivera</p> <p>Food Service Workers Deb Mugford, Director Robin Adams-NS/Center Maureen Bedard – Wynn Lisa Bevilacqua – Dewing Elaine Bennett – TMHS Darlene Burke – TMHS Eileen Callanan – TMHS Linda Carter - Hb Kathy Sholl – Ryan Charlene Sullivan-TMHS Laura Sullivan – Ryan Roberta Waldrip – Trahan Janice Woodman – Wynn Maureen Contalonis-Ryan Allison DiFelice - HB Carolyn Covel – TMHS</p>	<p>Food Service Workers Tammy Duggan – Ryan Robin Foran – TMHS Anna Gaudette – Dewing Jane Grant – Ryan School Joanne Gustin – Trahan School Nancy Kelleher Joyce Kling – Wynn School Carol Lennon – TMHS Denise Miano – North Street Diane Nickerson – Wynn Kimberly Sheehan – Dewing</p> <p>Mail Carrier Kevin Morrissey-P/T Wayne Anderson-P/T</p> <p>Maintenance and Custodial Jon Marchand, Maintenance Foreman Joseph Burke – Heath Brook Michael Carey - Heath Brook Dan Carter - Maintenance George Collins – TMHS Barbara Curtin – Wynn School</p>	<p>Maintenance/Custodial Travis Dobbin – TMHS Lynne Dykeman – TMHS Connor Flanagan – Ryan Jamie Gendron – District-wide Thomas Gilbride-Maintenance Brian Glidden – Heath Brook James Gravel – Trahan Mark Hamlin – Ryan School David Harrington – TMHS Donell Langham - Wynn Daniel Martin – Maintenance Joseph McCann – North Street Robert McCarthy – Dewing Christian O'Brien-Districtwide Roy Osterberg – Wynn School Ronald Page – North Street Roland Patterson – TMHS Corinne Rooney-Morgan – TMHS Sandra Ryan – Dewing School James Shimkus – TMHS Richard Stronach – Dewing Barry J. Sullivan – Ryan</p>	<p>Maintenance/Custodial Peter Thuillier – Trahan S William Wareham – Ryan</p> <p>Medical Aide Jennifer R. Higgins, LPN-Dew Heidi Dube –Clinical Instr in CNA Prog-TMHS</p> <p>Maureen Sharrock–Clinical Instr in CNA Prog-TMHS Network Manager Keith Young – Center School</p> <p>School Nurses Amy Connell – Wynn School Karen Freedman - Trahan Linda House – TMHS S Debra Kraytenberg – Ryan Sandra Miller– Assoc. Nurse–Systemwide Angela Reaney – North Street Elaine Walsh – Heath Brook</p> <p>Technology Service Techs Kevin Carey – Center School Norm Carver – District-wide Brenden Le – District-wide</p>

Shawsheen Valley Regional Vocational / Technical School District

The Shawsheen Valley Regional Vocational Technical School District (SVTHSD) is pleased to submit its 2015 Annual Report to the citizens of Bedford, Billerica, Burlington, Tewksbury, and Wilmington. Located on Cook Street in Billerica next to the towns of Burlington and Wilmington, the school celebrated its 45th anniversary this year, perpetuating the highest quality in vocational technical education to area youth and residents.

The representatives of the 10-member Regional School Committee that governs the District are: Donald Drouin and Glenn McIntyre from Bedford; Kenneth L. Buffum and Paula McShane Lambert, Chair, from Billerica; Paul V. Gedick and Robert Gallagher, Vice-Chair, from Burlington; Patricia W. Meuse, Treasurer and Lisa Puccia from Tewksbury; and James M. Gillis and Robert G. Peterson, Secretary, from Wilmington. Charles Lyons retired as Superintendent/Director of the District on September 30, 2015, after 28 years, and was succeeded by Timothy Broadrick on October 1, 2015.

Shawsheen Valley Technical High School (SVTHS) is one of 26 regional vocational technical school districts in Massachusetts. One thousand three hundred sixty-two (1,362) high-school students were enrolled in SVTHS's day school programs in October of 2015, and more than 400 adults participated in the school's various adult and continuing education courses.

In June of 2015, SVTHS graduated 334 seniors. Fifty-four percent (54%) of the graduates planned to attend college or other post-secondary schooling in the fall. Thirty-nine percent (39%) of the students intended to continue working in their trade with another one percent (1%) working in another field after graduation. In addition, two percent (2%) entered the armed forces and four percent (4%) were undecided about their future plans.

The SVTHS faculty is an exceptional group of talented academic and vocational-technical educators who are highly qualified to teach in their respective disciplines and occupational areas. SVTHS employs one hundred forty-four (144) full-time teachers as well as eleven (11) paraprofessionals. Of those full-time teachers, fourteen (14) are department chairs, and seventeen (17) are lead teachers. All SVTHS teachers exhibit the character, health, personality, and professional competency worthy of serving the needs of District students.

Academic Programs

Fifty-four percent of the Class of 2015 transitioned to either 4- or 2-year post-secondary programs. Shawsheen graduates were accepted at and are currently attending the following schools.

Alaska Pacific University
Anna Maria College
Arizona State University
Bay Path University
Becker College
Benjamin Franklin Institute of Technology
Boston University
Bridgewater State University
California State University, Long Beach
California State University, Sacramento
Castleton State College
Central Maine Community College
Champlain College
Colby-Sawyer College

Nichols College
North Shore Community College
Northeastern University
Northern Essex Community College
Parsons New School for Design
Plymouth State University
Porter & Chester Institute
Regis College
Rhode Island School of Design
Rivier University
Robert Morris University
Rochester Institute of Technology
Saint Anselm College
Salem State University

Curry College
 Dean College
 Emerson College
 Endicott College
 Fisher College St.
 Fitchburg State University
 Framingham State University
 Franklin Pierce University
 Full Sail University
 Johnson & Wales University Miami
 Keene State College
 Lasell College
 Lesley University
 Massachusetts College of Art & Design
 Maryland Institute College of Art
 Mass Bay Community College
 Mass Maritime Academy
 MA College of Pharmacy/Health Sciences
 Merrimack College
 Middlesex Community College
 Montserrat College of Art
 Mount Ida College
 Nashua Community College
 New England College
 New England Institute of Technology
 New Hampshire Technical Institute
 Newbury College

Salve Regina University
 Savannah College of Art & Design
 Southern New Hampshire University
 Springfield College
 Bonaventure University
 St. Francis Xavier University
 St. Michael's College
 Suffolk University
 UMASS Amherst
 UMASS Boston
 UMASS Dartmouth
 UMASS Lowell
 University of Connecticut
 University of Hartford
 University of Maine Orono
 University of New Hampshire
 University of New Haven
 University of Rhode Island
 University of Southern Maine
 University of Southern New Hampshire
 University of Vermont
 Wentworth Institute of Technology
 Western New England University
 Western State Colorado University
 Westfield State University
 Worcester State University

Outstanding MCAS Achievement and Growth Scores. En route to maintaining the school's level-one status in the Spring of 2015, Shawsheen sophomores continued to outperform all vocational sophomores on MCAS measures of (a) achievement, measured by the Composite Performance Index (CPI), and (b) growth, measured by the Median Student Growth Percentile (MSGP).

Shawsheen has consistently attained level-one status since the state introduced the five-tier rating system for school performance three years ago. The most recent CPI scores (ELA, 99.8; Math 92.2; and Science 96) were strong, and the MSGP scores, conspicuously pre-eminent. A typical school or district in the Commonwealth would have an MSGP of 50. Shawsheen's ELA MSGP of 75 ranked eleventh *among all schools* in the Spring of 2015, and its Mathematics MSGP of 65 ranked in the top twenty percent *among all schools*.

With respect to objective, statewide measures of student performance, Shawsheen must certainly be considered a "Dream School," as it was recognized by the Boston Globe in September of 2013.

Adams Scholars. Shortly after recognizing the superior performance of Shawsheen's sophomores, the Department of Elementary and Secondary Education lauded the school's senior class by naming ninety-one (91) of its members as recipients of the John and Abigail Adams Scholarship Award.

Curriculum Revision. In compliance with course-content changes promulgated by the Massachusetts Core Curriculum and in anticipation of specific modifications in state-mandated testing aligned with those changes, SVTHS completed a 4-year phase-in of College Preparatory (CP) courses—each aligned with Massachusetts Core standards and each offered at three levels of ability in grades 9 (Algebra 1), grade 10 (Geometry) and grade 11 (Algebra 2). Most recently, the CP curriculum has been broadened with the addition of (Level-3) Introduction to Trigonometry among grade-12 electives.

The ELA curriculum continues to emphasize persuasive writing in response to informational text. To that end, it has conducted in-house professional development training in specific reading strategies. In parallel

fashion, the Social Studies Department continues to implement a strong writing-across-the-curriculum component that requires persuasive written response to primary-source and other documents.

New Staff. In the Fall of 2015, Electrical Engineer Al Chase joined the Shawsheen faculty as an Electronics instructor, Michael Carter joined our Automotive Technology faculty, Scott Hewitt joined us as a Graphic Arts instructor, and electrician James Largenton joined our Electrical teaching faculty.

Also, veteran Mathematics teacher Patrick Kelly joined the Shawsheen faculty. He was joined by Lauren Merrill (Social Studies), Edward O'Mara (Biology and Chemistry), and Jessica O'Neill (Biology and Physics).

Technology Improvements. As a component of a thoughtfully-planned capital budget process that pays close attention to academic resources and evolving needs, the installation of ceiling-mounted LED projectors, interactive white boards, and mimio technology continued throughout the building. In addition, the district migrated from a combination of Microsoft Office site-licensing with Google Docs and various other online collaboration tools to a unified Microsoft Office 365 cloud-based software and collaboration environment for all faculty, staff and students.

Summer School. In the summer of 2015, the SVTHS Summer program remediated Shawsheen students in courses that they failed during the school year in order to recover credit required for promotion. All courses were on-site, face-to-face offerings that provided the frequency and depth of teacher interaction necessary for regular and special education students who revisit and master content during the summer.

Clubs and Organizations

Classes. Culminating a yearlong series of successful social events and fundraisers, each of the four classes held memorable formal and semi-formal events. Under the direction of their co-advisors, Ms. Angela Caira and Ms. Beverly Robinson, the senior class planned and enjoyed a promenade in the school gymnasium followed by an elegant prom at the Andover Country Club. Junior-class advisors Ms. Catherine Comeau and Mr. Peter Udstuen held a gala prom at the Westford Regency. The sophomore class, advised by Ms. Marygrace Ferrari and Ms. Maria Baker, collaborated with the Freshman class, advised by Ms. Bethany Keane, on the annual Spring Fling semiformal, which was held at the school.

The Sixteenth Annual Shawsheen Turkey Bowl—the much anticipated flag-football game between the junior and senior girls—was once again a successful holiday event, which raised donations of cash and food for local charities. Behind the strong offensive performances by Michelle Faraher and Kayla Porzio, the senior girls dominated the juniors 20-0.

Literary Magazine. For the eighth consecutive year, Shawsheen's literary magazine, *Ramblings*, received awards for excellence by a major educational organization—including the New England Scholastic Press Association (NESPA) affiliated with Boston University's College of Communication, and the American University Scholastic Press Association. These distinguished awards recognize the special talents of the SVTHS students who supplied the content and designed the layout of the annual publication under the supervision of Ms. Stacy LaBella of the English Department and Mr. Doug Michaud of the Design and Visual Communication Program.

School Newspaper. In a model school-wide collaborative effort, Ms. Kerry O'Brien of the English Department, Mr. Michael Azevedo of the Design and Visual Communication Shop, and Mr. Tom Struthers of the Graphics Art shop produced six editions of the *Rampage* that presented the school year's major events in artistic design and thoughtful narrative.

National Honor Society. Under the advisorship of Ms. Shannon Becker of the English Department, the SVTHS chapter of the National Honor Society inducted 33 eleventh graders and four twelfth graders on March 11th during its 25th annual induction ceremony. The keynote speaker was Mr. Charles Lyons, who addressed the group for the final time as Superintendent prior to his retirement in September after 28 years of extraordinary service to the District. Throughout the year, members of the Honor Society thoughtfully

and enthusiastically participated in a broad array of community service and participated in team-building activities at various outdoor sites.

Student Council. The Student Council continued its energetic paper-recycling program throughout the year under the direction of faculty advisor Ms. Ellen Mountain. In 2015, Ms. Mountain continued the Council's recently-expanded efforts to recycle plastic, toner cartridges, and cell phones. In addition, the Council sponsored fundraisers for the American Cancer Society, local animal shelters, the Billerica Food Pantry, the Teens for Jeans program, and the Nike sneaker recycling initiative. The Council traveled to the Boston Aquarium in June on its annual field trip.

The Traveling Rams. Throughout the year, Ms. Kristin Doucette and her enthusiastic globe trotters raised funds in anticipation of their Spring 2016 trip to Greece—which they will visit during April vacation. Any parents or students interested in information about the Spring 2016 trip to Greece should contact Ms. Doucette at kdoucette@shawtech.org or 978-667-2111 x577.

Oratory Club. Coached by faculty advisor Ms. Kristin Doucette of the English Department, the club was represented by five contestants—one from each District town—at the district level of the Lions Club Championship. Megan Barnes-Neal, a Metal Fabrication student from Burlington, advanced to the state championship, where she captured third-place honors. Abygayl Marsh, a senior from Design and Visual Communications, earned a second-place regional award in the Voice of Democracy Youth Speech competition.

Robotics Club. Under the direction of Electronics teacher and advisor extraordinaire Mr. Paul Blanchette, Shawsheen's robotics team is annually one of the top high school programs in the state. The young but innovative Shawsheen squad opened its season with yet another first place finish at the annual Trebuchet Tournament and then split the squad to compete in December against Boston University Academy, Northeastern University, and several other schools at an event in North Andover. Two Shawsheen teams competed in North Andover—one, a group of freshmen and sophomores; and the other, a group of juniors. The freshmen and sophomores reached the semifinals of the event. The juniors won the competition, qualifying for the New England championship in March as well as the international CREATE tournament in Iowa in April. In addition to capturing top honors, Shawsheen's veteran team received a trophy for design and workmanship that exceeded professional standards.

After a series of other successful outings, Shawsheen's robotics team competed against 47 other teams in a tournament at Quinsigamond Community College in Worcester. At the conclusion of the competition, the veteran team of juniors was awarded three trophies—the first as Tournament Champions, the second for Engineering Excellence (the highest award given to any team), and the third for Robot Skills.

At the New England finals, the Robo Rams qualified for—and eventually competed in—the world championship competition in Kentucky, where they finished the competition season ranked among the top 23 high school teams in the world.

Science Club. The Science Club, advised by Ms. Kristen Lamarre of the Science Department, continued to engage participants in co-curricular activities complementing their study within the discipline. Club members conducted lab experiments, maintained reptile terrariums and fish tanks, and fostered carnivorous plants—in general observing, recording, and discussing laboratory results and animal behavior that broadened their understanding of scientific theory and its applications.

Outdoor Club. The Outdoor Club, advised by Ms. Jessica Cook of the Social Studies Department and Mr. Brian Considine of Culinary Arts, took four overnight trips to the White Mountains. Students learned outdoor safety and leadership skills while snowshoeing and climbing mountains. Interested students should contact Ms. Cook at jcook@shawtech.org or Mr. Considine at bconsidine@shawtech.org

Ski Club. The Ski Club, advised by Mr. William Lannon of the Carpentry shop, planned a series of after-school ski trips to the Mt. Wachusett Mountain Ski Area in Princeton, MA. Interested skiers or boarders of any experience level should contact Mr. Lannon at wlannon@shawtech.org.

Sportsmen Club. Under the direction of Electrical teacher and eminent sportsman Mr. John Bagni, members of the Sportsman Club honed their archery skills during the late fall and winter, fished the Shawsheen River in April, competed with rod and reel at the Burlington Reservoir in May, and capped their season with a deep-sea fishing outing originating in Gloucester. Avid or budding sports archery or fishing enthusiasts should contact Mr. Bagni at jbagni@shawtech.org.

Parent Advisory Council. The SVTHS Parent Advisory Council, under the direction of its faculty advisor, Mr. Ronald Fusco, and its co-chairs, Dawn Panarotti and Cathy Carlin, sponsored another successful all-night graduation party—which, throughout the years, has kept the newest Rams alumni safe and entertained during the night following the commencement ceremony. Parents interested in assisting with this year's traditional fete should contact party chair Carla Duffy at Carla.duffy@comcast.net.

Teen Dating Violence Awareness Group (TDVAG) and Anti-Bullying Club. Shawsheen's social consciousness and collective voice of principled young adults speak most clearly through two clubs—TDVAG led by Ms. Christine Tobin of the Dean's office, and the Anti-Bullying Club, led by Ms. Angela Caira of the Guidance Department.

TDVAG conducts regular meetings and participates in community activities to lend support to issues that pose harm to the physical and emotional well-being of young adults. In October, members of the club provided assistance for a REACH event at the Boston Waterfront. Project REACH (Racial and Ethnic Approaches to Community Health) has earned an outstanding reputation in the local and public health community for its work in raising awareness of racial and ethnic health problems. In April, Ms. Tobin and TDVAG members extended their community involvement by participating in a 5K Walk for Change sponsored by BARCC (Boston Area Rape Crisis Center.)

In collaboration with Wilmington Public Schools, Ms. Caira and Shawsheen student leaders promote anti-bullying awareness through the CARES (Children's Art, Recreation, and Enrichment Services) program. Ms. Caira and members of the Anti-Bullying Club visit Wilmington intermediate schools throughout October and November to promote self-confidence, self-respect, self-advocacy, responsible choice making, and friendship-building among children. Shawsheen students who would like to participate in the enrichment of children's lives should contact Ms. Caira in the Guidance Department.

Book Club. The Reading Rams met monthly throughout the year to discuss their respective club selections. In May, the club enjoyed an in-house movie and pizza evening in lieu of their annual field trip.

Art and Chess Club. Students with talents ranging from prodigious to casual participated in both the Art and Chess Clubs—the former advised by Mr. Michael Azevedo of the Design and Visual Communication Shop; the latter, by Mr. Gerry Perriello of the Bakery.

Alumni Association. In one of her final and typically masterful organizational efforts, Alumni advisor and retired English teacher Ms. Gail Poulten collaborated with her successor and P.E. Chair, Mr. Jason Tildsley, to organize the Alumni Association inaugural Athletic Hall of Fame event at the Montvale Plaza in Stoneham, MA. During the memorable evening, the Alumni Association inducted seven individuals and one team into the Hall's inaugural class.

The honorees included Donald Tremblay (1978: track, cross country); Louise Smith Barriss (1981: softball, basketball, soccer, swimming, cross country, tennis); Jody Ochab Bergstrom (1981: swimming); David Smith (1993: football); Jennifer Elwell Lyons (2004: softball); Kyle Marzeoti (2006: football, hockey, lacrosse); the D3 state champion 1984 boys' ice-hockey team; and William Gordon, coach of the 1984 state champs.

In addition to the Hall of Fame evening, the Association organized a third annual Thanksgiving-eve social and a second-annual Texas Hold 'Em Tournament—both at the Billerica Elks. Any SVTHS alumni interested in planning future events should contact Mr. Tildsley at jtildsley@shawtech.org

Support Services

The SVTHS Support Services Department services one of the largest populations of students with special needs in Vocational Education within Massachusetts, approximately 344 students and comprising about 25.2% of our student body. The most frequently occurring area of need is the category of Specific Learning Disability which reflects that many students have a history of academic difficulties upon their arrival at Shawsheen. Nevertheless, SVTHS has had a strong graduation rate of this group of students with 95.2% of seniors graduating in June, 2014, among the highest of any high school in Massachusetts. This compares to a state average of 69.1% percent for special needs students. All Shawsheen special education students who did not graduate are due to grade retentions and remain in school.

Shawsheen's special education students also demonstrated outstanding success on the spring, 2015 MCAS examinations. These results have occurred as a result of a "team" effort on the part of Academic, Vocational/Technical, and Support Services staff to address the needs of our special education population. The rate of special education students who attained either Advanced or Proficient MCAS scores was extremely high on two of the three examinations: English Language Arts (97% vs. 67% statewide), Mathematics (41% vs. 39% statewide), and Biology (69% vs. 35% statewide). There was some decline in the percentage of students attaining Advanced or Proficient in Mathematics. However, the initial failure rate remained very low (11% vs. 31% statewide). All special education students eventually attain graduation status through the district's MCAS remediation programs and re-taking the examination.

Parents of special education students at SVTHS are very highly involved in the IEP Team process. Although statistics are not computed, parent attendance at scheduled IEP Team meetings approaches 100%. Prior to the IEP Team meeting, parents are forwarded forms which request their input for current concerns regarding their student's educational progress. Responses are documented in the IEP's.

A program evaluation of Student Support Services was conducted during the summer of 2015. Three hundred thirty (N = 330) parent questionnaires consisting of 30 questions were mailed. A good response rate of 19.1% occurred (63 out of 330). Ten items focused specifically on the IEP Team Process. In response to a summary question which asked, "Overall, I am very satisfied with my student's IEP Team meeting", 95.3% responded "Strongly Agree" or "Agree". The remaining ones indicated no opinion and no respondents disagreed. Results were similar for each of the other nine items focusing upon specific aspects of the IEP Team process.

Efforts occur to accommodate parent requests for IEP Team meeting dates to ensure their participation. Typically, a one-hour time period is scheduled to allow sufficient time to address any topics of clarification or concern. A written IEP draft is usually developed by the time of the IEP meeting. This draft is reviewed at the meeting so that the parents can fully understand all the elements of the IEP and initiate any questions. Any necessary revisions to the draft are then incorporated into the proposed version of the IEP. Two copies of the document are forwarded home with the directive to indicate their response and return to the district. The signature page of the IEP also has space for additional comments and parents sometimes use this opportunity to communicate any qualifications to their response.

As noted above, the parent questionnaire included a number of questions on the IEP Team process and meeting. Parents indicated a strong sense of agreement to the following questions: "School representatives responded well to the questions and issues I raised at the team meeting", "Discussion at the IEP Team meeting was well organized", "Points of disagreement (if any) were clearly described and treated respectfully", "Enough time was scheduled for the meeting to discuss necessary issues", and "Follow-up activities to complete necessary forms and documentation were clearly described". These findings lead to a strong level of confidence that parents are actively participating in the development and understanding of the IEP which is produced.

Athletics

The three seasons comprising the 2015 athletic year were memorable and unique for Shawsheen Athletics. Over 500 Shawsheen students participated in interscholastic athletics, earning seven league championships and six state vocational championships.

The overall winning percentage of the varsity teams ranked among the highest in school history. Fourteen teams, in fact, qualified for post-season play. Dozens of students were honored with All Star recognition by the CAC (Commonwealth Athletic Conference) and the *Lowell Sun*. Wrestler Jake Ferri was a Division 1 State Champion and earned All American Honors. Emily Irwin became the sixth player in school history to score 1,000 points in Varsity Basketball. Molly Harrington and Ryan Phelan broke numerous longstanding individual school records in swimming and the Girls 200 Freestyle Relay also broke a longstanding school record in swimming. The Boys Spring Track 4x400 Relay team also broke a longstanding school record.

Overall, it was clearly one of the most successful Athletic years in Shawsheen Tech history!

Community Services

Adult Evening School: The Adult Evening School offered a wide variety of vocational/technical courses for adults interested in expanding their knowledge and skills for the 21st century workplace. In addition to our vocational and occupational courses offered during two semesters from September to June, the community education program offers a wide variety of enrichment classes including culinary arts, cosmetology, home repair, basic woodworking and metal working, to name a few. Interested residents should contact Dr. Russ Eckel, Workforce Development and Community Services Coordinator, at (978) 671-3788 for information and/or a brochure.

Billerica House of Correction: The Billerica House of Correction's (BHOC) Education Director leads all prison education initiatives beyond the already established culinary arts program. SVTHS continues to collaborate through Workforce Development and Community Services Coordinator, Russ Eckel, with BHOC to expand its educational goals to inmates. SVTHS looks forward to maintaining its relationship with BHOC by providing technical assistance and end-of-course assessment services that will validate inmate achievement of course objectives.

Middlesex 3 Coalition. The Shawsheen Technical Institute is an active and founding member of the Middlesex 3 Business Coalition contributing in particular to the Coalition's subcommittee on Workforce Development. Committee members have been working to bring innovative training programs to businesses throughout the region while also providing much needed information about funding for employee training through the Workforce Training Fund.

Wentworth Institute of Technology and STI Partnership. STI has joined forces with the Wentworth Institute College of Professional and Continuing Education offering WIT adult evening certificate programs in welding and machining. These advanced workforce development programs greatly enhance the opportunity for adults to train for good jobs in the advanced manufacturing sector. Employees and employers alike are benefiting from this new training partnership.

School of Practical Nursing. The 2014-2015 year graduated 37 Practical Nurses (PN). Since its inception, a total of 714 students have successfully continued on to a rewarding career as Licensed Practical Nurses. This intense ten-month program offers a combination of evening and weekend coursework and clinical externship experiences. Preparation for the National PN examination is included. A review of prior graduates revealed 100% successfully passing NCLEX-PN and 90% placement as an LPN. Residents interested in applying to the PN program are urged to contact the Director of the School of Practical Nursing, Ms. Patricia Noonan, at (978) 671-3646.

Project Explore. Nearly 450 middle-school students from the District participated in after-school career awareness activities during the 2015 winter semester. Students explored a variety of career path options. This program is coordinated with area middle school guidance counselors. The program is free of charge

and busing is provided by SVTHS. For registration materials or general information, interested residents should contact Ms. Jobee O'Sullivan at 978-671-3612.

Swim Program. SVTHS energetically continued its water aerobics, lap swim, parent-and-me swim class and swim lessons during the 2014-2015 year. The Shawsheen pool also continues to serve as the home site for interscholastic high-school swim teams from Billerica, Bedford and Burlington public schools. Individuals seeking swim program information should contact Mr. Jay Tildsley, Aquatic Director, at (978) 671-3699.

Computer Services

During the 2015 year, Computer Services completed all DESE data collection requirements. These reports included SIMS (Student Information Management System) data, EPIMS (Education Personnel Information Management System) data, SCS (Student Course Schedule) data, and the SSDR (School Safety and Discipline Report) data. In addition to these required state reports, Shawsheen submitted the CRDC (Civil Rights Data Collection) which is a recently required submission by the US Office for Civil Rights.

The district is now fully transitioned to a new Student Information System. Computer Services completed its data conversion from iPass to Aspen and has facilitated training for all departments utilizing the system. Staff have been gradually introduced to the new features of Aspen over this year while teachers continue to utilize the built-in Gradebook function. Aspen supports effective communication between district and family through its Family Portal Access.

Student progress can be tracked anytime through almost any computer or mobile device via the Aspen Family Portal. Access to this portal was distributed in a two-phase process. Students were given access to the Aspen system by mid-year. During the second rollout, Parents/Guardians were granted access for all users that had existing access or a completed application on file.

Computer Services continues to improve the Aspen system by making additional customizations as needed by the Shawsheen district. Family portal access has been streamlined by providing an electronic method of accessing and completing applications through the district's website. New Aspen components will continue to be implemented in future years starting with the Sped module in 2016.

2015 saw the Director of Technical Programs and the Director of Network Services join forces to research a mobile device and cloud solution. The goal was to maintain office compatibility, provide access to files anytime, anywhere, improve collaboration among teachers and students, and develop a mobile device initiative. Together they proposed a three-year plan.

During the summer, the software environment, Microsoft's Office 365, was implemented as Shawsheen Tech's platform of the future as part of this plan. For the first time, students now have email at the school. Teachers and students can access their files at school as well as home. Most importantly, per our Microsoft license agreement, faculty and students are allowed to install Office on up to five (5) devices each. To help our staff with the transition to the new cloud environment, an "Office 365 Champion" group was trained. Weekly "Snack & Solve" Sessions, manned by our Champions, were devised as a means to answering all questions.

Computer Services continues to maintain its virtualized server solution to run a more energy efficient infrastructure. Our main ESX servers, which control 90% of the school, were upgraded over the summer. VMware, the software that runs our virtual environment, was upgraded to VSphere 6.0.

In 2014, a wireless network infrastructure was implemented within the building. In 2015, in order to continue the transition of our staff towards a more mobile workforce, we distributed laptops to Physical Education teachers, and computer upgrades occurred in Carpentry, Cosmetology, Machine Technology, and Metal Fabrication. Also, eleven laptops and two carts were purchased and added to already existing carts and laptops, providing our Support Services, Title One, and English programs with a mobile device pilot of 41 laptops and 4 carts for student use.

Guidance

Admissions. Approximately 500 applications were received for the class of 2019. This year, presentations occurred at our district town middle schools in Billerica, Wilmington, Tewksbury, Bedford and Burlington. Students, parents and community members were invited to events on site including the Guidance-Admissions Luncheon on January 15th, 8th Grade Career Night on January 21st, and Community Open House on November 2nd.

9th Grade Orientation. The Class of 2019 participated in SVTHS 9th grade orientation program, Fresh Start. This exceptional program gave new students an opportunity to meet each other and become familiar with the school, its programs and staff through an interactive and fun day of events. Since the Guidance Department implemented the freshman transition program in 2006 with the support of the superintendent and school committee, attendance has continued to improve and withdrawals have decreased substantially. A mentoring program, comprised of student leaders who ran orientation day, was implemented to assist with new student transition.

College and Career Planning. Shawsheen students continue to expand their options and opportunities after graduation. Studies conducted this year show a growing trend for SVTHS students to attend and retain at 4-year colleges and universities. In addition, SVTHS met federal benchmarks this year for graduates in all programs. This included positive placement in employment, college and military careers. SVTHS offered preparatory programs for both Accuplacer and SAT college exams. Over seventy-five percent (75%) of the senior class participated in one or the other. SVTHS continues to offer a foreign language to students pursuing college programs that have this requirement. The course is offered after school and evenings. Our annual College & Career Fair hosted over 85 colleges, universities, technical schools, military representatives and financial institutions. There were over 300 attendees and each received a copy of our College & Career Planning Guide reflecting the new PSAT/SAT format and updated admissions standards for the Massachusetts State University System and the University of Massachusetts. Senior guidance counselors were available to answer student and parent questions.

Scholarships and Awards. SVTHS students were awarded 148 scholarships totaling over \$118,442 in scholarship funds.

Cooperative Education Program. SVTHS had 223 seniors (66% of the class) out on co-op positions and 116 juniors (34% of the class) out on co-op at the end of June, 2015. Cooperative education built momentum this fall with many of the vocational/technical programs increasing cooperative education placement by 50% or more. As of December 31, 2015, 62% of the seniors were working in co-op positions.

Mental Health. With the significant rise in mental health issues impacting schools, our School Psychologist provided a Mental Health Overview training for all faculty members as part of our opening day professional development.

Student Health. SVTHS complied with the state mandate to conduct BMI testing for all 10th graders. In response to a state-wide opioid crisis and through affiliation with the Billerica Substance Abuse Task Force, the SVTHS health office provided faculty with area-wide informational events focusing on substance abuse awareness and prevention. Events included: “*If Only*” movie premiere on May 27th in Tewksbury (prescription medications); *Improbable Players* on May 27th in Lowell (prescription medications, opioids, and heroin); and *Substance Abuse Forum* on May 28th in Billerica (drugs and alcohol). We also hosted a *Substance Abuse Overview presentation* for faculty on June 25th. This fall, events have included: *DIRT* and *Hidden In Plain Sight* in Billerica on October 21st (opioids and drug paraphernalia); *Dr. Potee, Opiate Addiction Presentation* in Billerica on October 27th; *In Plain Sight and Opioid Epidemic Forum* in Wilmington on October 28th; “*If Only*” movie premiere and *Hidden in Plain Sight* in Lowell on November 9th; and *Underage Substance Abuse* in Wilmington on November 10th. We will also be hosting a *Substance Abuse follow-up* for faculty on December 4th.

School Council

School Council. Under the direction of its co-chairs—school principal Dr. Robert Kanellas and parent member Gayle Razzaboni—the 13-member Council met throughout the school year to discuss operating-budget items and school-policy issues. Discussions of the latter issues resulted in revisions to the Student Handbook and the drafting of the 2015-2016 School-Improvement Plan.

Vocational/Technical Programs

SkillsUSA: SkillsUSA is a national non-profit organization preparing students for careers in trade, technology, and skilled-service occupations. SVTHS earned an unprecedented eighty medals at the 2015 District competition and thirty-four medals at the State competition, including nine gold medals. Eleven Shawsheen students represented Massachusetts at the National Competition in Louisville, Kentucky. Winning national gold medals were a team of sophomores from the Electrical program consisting of Aaron Bennett, Justin Duprez and Jacob Williams, all from Billerica, competing in Career Pathways for Industrial and Engineering Technology. Senior Taylor McNeil won Shawsheen's 4th gold medal for Medical Assisting and Jeannette Lavine came in fourth place for Medical Math. Hannah Benning from the DVC program won the Pin Design for Massachusetts and represented Shawsheen at the National conference. The team of Joseph Taylor, a junior from Billerica, and Steven Wink a junior from Tewksbury, represented Shawsheen in Mobil Robotics. Junior Isabel Galinos represented Shawsheen in Masonry. Isabel was one of only three women in the masonry competition placing 9th overall. In addition, Shawsheen was represented in the state officer category with Lauren Liscio, who served as the Massachusetts State President for the year 2014-2015 and Nicolas Troisi who attended as an Officer Elect for the 2015-2016 school year.

National Accreditation. SVTHS has twenty-two vocational and technical programs, seven of which are nationally accredited by their respective industries. The programs include: Automotive Technology; Automotive Collision Repair & Refinishing; Machine Tool Technology; Metal Fabrication & Joining Technologies; Culinary Arts; Drafting Technology; and Heating, Ventilation, Air Conditioning, and Refrigeration.

Transportation Cluster

Automotive Collision Repair and Refinishing. Shawsheen's Auto-Collision Program is known throughout the community as the place for residents to go when accidents or mishaps create dents, dings, or cause serious damage to their vehicles. The relationship provides the students an endless supply of vehicles to work on to learn their craft. During the year the program was featured in the Vocational School Spotlight section of the New England Automotive Report Magazine. Molly Brodeur, President of AASP Massachusetts (Alliance of Automotive Service Providers), interviewed instructors and students for the article. Eight students competed at the SkillsUSA District Conference where two students advanced to the State Conference as a result of receiving a gold medal in Automotive Refinishing Technology and a silver medal in Collision Repair Technology. The program had great success with four members of the junior class entering the cooperative education program. Over the summer the shop was re-painted white to give it a clean-professional appearance.

Automotive Technology. The Shawsheen Community benefits immensely from the outstanding service provided by the Automotive Technology program. Many Automotive students excelled in extra-curricular trade activities – eleven students participated in SkillsUSA and three went on to Districts. The upperclassmen continue to receive certification from ASE Student Certification, ASE Refrigerant Recovery programs, as well as obtaining their OSHA-10 cards. Through the capital budget process the program acquired a new vehicle fluid flush station. Mr. Clay Bulmer, a dedicated member of the staff for nineteen years, retired at the end of the 2014-15 school year. A very promising aide, Mr. Timothy Francis, was hired to replace him. The department also hired an enthusiastic new automotive instructor, Mr. Michael Carter, who is teaching our freshmen and sophomore programs.

Health Cluster

Medical Lab Assisting. The Medical Assisting program has a robust curriculum for shop and related across all four grades. The Medical Assisting Program is now certified through the American Medical Technologists (AMT), which is a nationally recognized organization. All seniors are gaining clinical experience either through the co-operative education program or through the new clinical partnership with Lahey Hospital and Medical Center in Burlington. The program continues to build its partnerships for cooperative education opportunities and has placed a number of students in a variety of medical offices.

Health Assisting. Health Assisting successfully certified 26 students via the Department of Public Health as CNA's (Certified Nursing Assistants). One hundred percent (100%) of the students successfully passed both the written and performance test on their initial attempt. The program continues to maintain solid relationships with area nursing homes and clinical sites for student on-site practice. Partnerships include Tewksbury Hospital, Lahey Clinic, Concord Health Care and Rehabilitation Center and Woodbriar of Wilmington. Students enjoy co-operative placement in area assisted living centers and long-term care facilities. The majority of graduating students are enrolled in Bachelor of Science in Nursing programs.

Dental Assisting. Dental Assisting's first senior class graduated in June 2015. Most of the students are attending post-secondary programs, with the intent of being dental hygienists or dentists. Ten of the current 15 senior students are presently on co-op. The program continues to be oversubscribed with first-choice freshman students. Six of the students have successfully passed the Dental Assisting National Board certification exams. The three Dental Assisting teachers are continuing to work on building partnerships to provide clinical experiences for senior students as well as junior students during the fourth-quarter.

Services Cluster

Culinary Arts. Culinary Arts maintains articulation agreements with Central Maine College, Lincoln Institute of Hartford, Middlesex Community College and Cambridge Culinary Institute. Numerous guest speakers from all aspects of the trade have presented to the seniors with regard to industry expectations. The Sophomores and Juniors tour Johnson and Wales and The Culinary Institute of America during the school year. The restaurant and bakery continue to serve the public daily with continued high volume of guests.

Cosmetology. The Cosmetology students served hundreds of patrons from the community in the on-site student clinic that continues to provide training for student success in the trade. The students also had the opportunity to provide services to local Senior Groups during scheduled outings to the school. Catherine Hinds Institute of Esthetics welcomed SVTHS students back this year for tours of their facility and a complimentary service in order to broaden student interest in pursuing licenses in related fields. Elizabeth Grady, another skin-care institute, offered complimentary services to junior and senior students. The Junior and Senior students took part in a field trip to the Rhode Island Convention Center for a Cosmetology trade show. The entire graduating class of 2015 passed their State Board exam and are licensed Cosmetologists in the State of Massachusetts.

Construction Cluster

Carpentry; Plumbing; Electrical; Heating, Ventilation, Air-conditioning & Refrigeration and Masonry. The Construction Cluster's mission is to put into practice a style of learning that encourages students to create tangible products using all of their senses to maximize their learning experience. The best way for students to gain both real-life experiences and mastery of competencies is by working on both on and off-campus community projects. This year's projects included the following:

Habitat for Humanity – Billerica single family dwelling - Carpentry, Electrical, Plumbing and HVAC&R programs built a 1,232 square foot single family dwelling. These dwellings, once completed, are intended to help families and build long-term financial security.

Wilmington – Carpentry, Electrical, Plumbing, HVAC&R and Masonry programs completed the scope of work requested on the construction of a 42'x 30' building which will serve as a concession stand and bathroom facilities for the athletic complex.

Tewksbury Senior Center – The construction of a 32' x 21' building to serve as an Arts & Crafts annex is now in the final stages of construction. When completed the Arts & Craft Center will incorporate *pottery* and *ceramic* activities for the senior citizens of Tewksbury. The Carpentry, Electrical and HVAC&R programs were involved in this project.

On-campus project – The construction of a 77'x 37' block building that will serve as a field house for the soccer, lacrosse and softball teams as well a concession stand has been completed. All five construction programs participated in this multifaceted project that will benefit the school and community long into the future.

On-campus project – The installation of a solar array in the area located behind the new field house. This solar array will provide a renewable energy source to help reduce the energy cost of heating, lighting and air conditioning for the field house. The Electrical and Masonry programs were both involved with this project.

The Construction Department Chairperson and Plumbing instructor, Mr. Jim Sullivan, retired in June after twenty-seven years of employment. Mr. Brian Smith, an instructor in the Electricity program, has taken over the responsibilities of the Department Chair. A new Electricity instructor, Mr. James Largent, was hired to teach the sophomores in shop and to assist with the juniors.

Arts and Communication Cluster

Business Technology & Marketing. Business Technology added an approved Chapter 74 Marketing program last year, including the addition of a new teacher. This resulted in expanded enrollment, for which the department has implemented new course offerings and schedules. The school store operation has expanded via a new Point-of-Sale system and has participated in various school events. Research into facilitating an online version of the school store is still continuing. The store is developing a "Traveling Rams Pride School Store" curriculum/project, which will involve retail kiosks that can be placed at various locations in the building. This will allow the store added flexibility to attend additional school events, and allowing students to earn added shop hours. Our accounting students continue to augment their problem-solving skills, analytical thought processes, and understanding of executive-level business decisions. This further enhances their impressive list of competencies. Ethics is also a prominent theme infused throughout our curriculum. The program's Microsoft certification testing lab continues to thrive. Through this testing lab, students have the opportunity throughout the school year to certify in Microsoft applications that are industry-based, enhancing their employability skills. These certifications not only provide valuable skills but give the students a high level of confidence as they prepare for the next step in their career path. These certifications will continue to build the development of students into highly productive professionals in today's ever-changing business world.

Information Support Services & Networking (ISSN); Programming & Web Development. This department has completed its second year with a Programming and Web Chapter 74 program. For the second straight year the program has welcomed four volunteers through the Microsoft TEALs program to teach Advanced Placement (AP) Computer Science A (Java) to the junior class. Several students took the AP Computer Science exam in the Spring. Schedules and course offerings have been adjusted so students are able to spend instructional time in both ISSN and Programming & Web content areas to gain a foundation of knowledge in all areas of computer science.

Design & Visual Communications. The Design & Visual Communications (DVC) program had another very productive year in 2015 with a few DVC firsts. Students continued to act as designers in many real-world community projects for schools, town governments, and non-profit organizations. A DVC student was Valedictorian for the class of 2015 and sixteen DVC students were accepted to many private and public colleges. In the SkillsUSA State competition, DVC received a gold medal in pin design, a silver medal in t-shirt design and a bronze medal for the promotional bulletin board and at the District competition received a gold medal in photography.

Graphic Communications. The Graphics program enjoyed a year of great success in the pressroom and in its community partnerships. Graphics produced a record number of live jobs for schools, town governments, and non-profit organizations. Through these endeavors, students had an excellent opportunity to experience the real-world pressures and rewards of working in a printing company. The program received a national literary magazine award for their publication of Ramblings. The program also acquired and implemented into its curriculum new embroidery equipment, which has opened new avenues for student cooperative education placements. Overall the graphics shop had 8 students placed in 6 different companies for co-op, including printing companies, screen printing and on-demand copy centers. In the SkillsUSA District competition, graphics came away with a gold medal in the screen printing competition as well as the SkillsUSA Massachusetts State president.

Advance Manufacturing Cluster

Drafting. Drafting started the year off with 16 out of 19 students participating in the cooperative education program (Co-op). In addition to the senior Co-op effort, eleven juniors began working in the fourth quarter. The senior class graduated with thirteen attending a four-year college and one entering the United States Marine Corps. Drafting had a strong representation at the SkillsUSA State Competition, sending two students to participate in Technical Drafting, two to Architectural Drafting and two to Automated Manufacturing. Throughout the year the drafting students supported a number of community service efforts including the library hall construction project, the carpentry house project and the field house rendering.

Electronics / Robotics. Again this year the program expanded itself by incorporating more applied hands-on work projects around the school. Some of the projects included repair of classroom/shop liquid-crystal display (LCD) projectors. The students in Electronics continue to excel in many areas - 100% of Electronics Seniors, who applied for the J-STD -001E IPC Course, passed and received their official IPC Certificate. At the SkillsUSA District Competition, students received gold and silver medals in Mechatronics; a gold medal in Mobil Robotics; and a gold medal in the Urban Search and Rescue Challenge. For the sixth straight year Electronics competed in the New England Trebuchet competition, this year coming in second place. Off-campus, the Electronics students had an exhibition and displayed a robot at a Providence Bruins game and mentored the Locke Middle School students in Robotics. A new Electronics Instructor, Mr. Alfred Chase, was hired to teach sophomore shop and sophomore and senior related.

Machine Tool Technology. The program has formed a strong partnership with the Manufacturing Extension Partnership (MEP). Most upperclassmen continue to participate in obtaining certifications. Many local companies, including Pace Industries and Excell Solutions, C.R. Machine and Kennametal Tooling Company, continue to send representatives from industry to visit the shop and speak to the students about the latest technology and career opportunities including cooperative education opportunities. The Program is also a great asset to the school district by manufacturing the following items: clocks and cribbage boards as gifts for golf tournaments and fundraisers; annual cleaning and lubrication of the Bakery dough cutter; air handler parts for maintenance and other repair of mechanical tools and equipment throughout the school. Through the capital budget process the program purchased a \$50,000 CNC Turning Center.

Metal Fabrication & Joining Technologies. The Metal Fabrication shop received a state grant for \$250,000 that provided funding to up-grade twelve welding stations and improvements to the stations' ventilation system. State-of-the-art equipment was also purchased that included six new welders, a horizontal band saw, and a pipe and tube bender.

Conclusion and Acknowledgement

The SVTHS Committee, staff, and students gratefully appreciate the support that they receive from the residents of the five-member District. The SVTHS family especially acknowledges the continued financial support of the local town managers, finance committees, and town meetings, who collectively ensure and perpetuate the highest quality in vocational technical training opportunities for area youth.

The District is grateful for the significant contributions provided by SVTHS staff and employees and acknowledges the many contributions of the SVTHS staff who retired during 2015. Those retirees are: Clayton Bulmer, Automotive Aide; Sandra Cedorchuk, Dean's Assistant; Arthur Holmes, Graphic Arts; Susan Levy, Library Aide; James Sullivan, Construction Cluster Department Chair, as well as the retirement of Charles Lyons, Superintendent-Director.

COMMUNITY DEVELOPMENT DEPARTMENT

*Community Development
Building*

*Zoning Board of Appeals
Conservation Commission
Community Preservation
Committee*

*Board of Health
Planning Board*

Community Development

The Town of Tewksbury's Department of Community Development strives to manage and promote the highest quality of development by coordinating all land use matters in one department; providing information and creative recommendations based on sound planning practices; promoting and assisting sensible economic development; ensuring public health and safety by administering and enforcing applicable statutes, codes, bylaws and regulations; protecting the environment through conservation and wetland protection measures; and supporting other Departments in enhancing the community's quality of life.

The Department of Community Development consists of the following divisions; the Building Department, Board of Health Office, and the Planning and Conservation Office. Staff support is provided to four statutory boards: the Planning Board, Conservation Commission, Zoning Board of Appeals and the Community Preservation Committee. Administrative support is also provided to the Local Housing Partnership, the Economic Development Committee, the Green Committee and the Historic Commission.

Full time staff within Community Development include: Linda DiPrimio, Executive Secretary, Kyle Boyd, Planner/Conservation Agent and Steve Sadwick, Director. Dawn Cathcart continued to provide Recording Secretarial duties for the Planning Board. Melissa Johnson serves as Recording Secretary for the Conservation Commission, Local Housing Partnership, Community Preservation Committee, Economic Development Committee, Green Committee, Zoning Board of Appeals and Board of Health.

Master Plan

The Town of Tewksbury's Master Plan was adopted by the Planning Board on September 15, 2003 and endorsed by the 2004 Annual Town Meeting. The Master Plan serves as the Town policy guidance document for future land use decisions.

In 2015, the Planning Board and Community Development Department continued the update process with RKG Associates, Inc. The RKG Project Manager, Judi Barrett, served in the same capacity for a different firm that completed the Town's 2003 Master Plan.

The following implementation items from the 2003 Master Plan were addressed:

A.4- Confirm priorities and clarify the vision for Tewksbury Town Center—The Town hired the Cecil Group to work with the Town Center Master Plan Committee. 2 public workshops were held in 2015. The Committee and the consultant have a draft plan that was being reviewed at the end of 2015. The final plan will be delivered in early 2016.

A.6- Maximize the benefits of open space-cluster design (OSRD). The Community Development Department and Planning Board continue to work with developers and Town staff to maximize the benefits of open-space cluster design. Town Meeting deleted the cluster zoning bylaw leaving OSRD as the only option for cluster developments.

A.7- Open Space Inventory. 2015 Fall Special Town Meeting approved funding for an update to the Recreation and Open Space Plan. The Board of Selectmen created a Committee to assist in the develop of the plan. Northern Middlesex Council of Governments will be the contractor for this project.

C.2- Develop and improve public amenities at Tewksbury's ponds. With Community Preservation funds, the Department completed the implementation of the best management practices grant of ensuring that stormwater entering the pond goes through a cleansing process prior to entering the pond.

C.4- Continue to work toward resolution and clean-up of the Sutton Brook Disposal Area. In 2015, capping and cleanup of this former landfill site continued and will be completed in 2016.

C.11- Actively pursue inclusion of East Street improvements in the regional Transportation Improvement Plan (TIP). East and Shawsheen Street intersection signalization project completed.

Local Housing Partnership

Through the diligent hard work of Town staff, the Tewksbury Housing Authority, the Planning Board, Zoning Board of Appeals, Board of Selectmen and the Local Housing Partnership, the Town's current MGL Chapter 40B affordable housing inventory is at 9.6%. Until the Town achieves 10% it will be susceptible to Comprehensive Permits that over ride local regulations including zoning.

The Partnership currently includes Steve Deackoff, Greg Peters, Raymond White, Laura Caplan, Ron Roy, and Melissa Maniscalco. Advisory members include Nancy Reed from the Planning Board.

In 2015, the Partnership and the Town continued to work on preserving units that were expiring in their affordability requirement. The Partnership and the Board of Selectmen are working with the owners of Halstead Housing (formerly Shawsheen Place) to keep affordable units at this development as they were to expire. Preserving these units will keep 77 rental units on the Town's Subsidized Housing Inventory. Habitat for Humanity of Greater Lowell's 110 State Street was completed in 2015.

The Partnership continues to investigate how to provide affordable housing utilizing tools provided by the State and local resources such as the Affordable Housing Trust Fund and Community Preservation Funds.

Economic Development Committee

The Economic Development Committee was reorganized in 2015. The membership now includes the following members, Bruce Panilaitis - Chairman, Stephen Johnson, Joseph Carriere, Marko Duffy, Patricia Lelos, Brian Linder, Timothy Barnes, Diane Leboeuf, Paul McDermott, Tom Branchaud, and Leonard Adjety.

The Tewksbury Economic Development Committee's mission is to promote Tewksbury's identity in the Merrimack Valley and Greater Boston area. With access to two Interstate Highways, I-93 and I-495, and its infrastructure capacities, Tewksbury is a desirable and convenient location for new and existing businesses. We acknowledge the contribution of the business community to our town and region's overall economic sustainability.

On February 5, 2015 the Economic Development Committee and the Lowell Sun sponsored a breakfast to discuss opportunities along Rt. 38. The event was well attended and the Lowell Sun included a special insert in the paper that highlighted activities on Rt. 38.

The EDC is now operating with subcommittees to address the economic development needs of the Town.

Green Committee

The Tewksbury's Green Committee continued to work on energy conservation projects in a number of municipal and school buildings. In 2015, the Town's third round of grant funding totaling \$210,739 was awarded by the Department of Energy Resources (DOER) Green Communities Division. The projects include the following: \$43,403 Public Library—Variable Frequency Drives; \$8,564 Public Library—Exterior Lighting Upgrade; \$72,041 Tewksbury High School—Interior LED Lighting Retrofit; \$9,597

South Fire Station— Exterior Lighting Upgrade; \$25,833 John Ryan Middle School—Interior LED Lighting Retrofit and Lighting Controls; \$4,157 Food Pantry— Interior LED Lighting Retrofit and Lighting Controls; \$15,135 Food Pantry—HVAC Unit Heater Replacement; and \$32,009 Senior Center— Retro-commissioning.

The Tewksbury Green Committee consists of James Duffy, Vincent Fratalia, Thomas Cooke, Kristen Polimeno, Todd Johnson, Steven Fugarazzo and Loretta Ryan.

The Department of Community Development had a successful year and looks forward to working cooperatively with the various boards, committees, commissions, departments and citizens in 2016, enhancing the quality of life in the Town of Tewksbury.

Respectfully submitted:

Steven J. Sadwick, AICP
Director of Community Development

Zoning Board of Appeals

The following is a breakdown of the activity on which the Tewksbury Board of Appeals acted during the year 2015:

15	Variances	8	Approved	1	Denied	1	Withdrawn
3	Special Permits	3	Approved				
7	Combination Variance/Special Permit	6	Approved			1	Withdrawn
2	Party Aggrieved					2	Withdrawn

I would like to thank the public for their interest in the Board's activity. I also wish to thank my fellow Board members and the Community Development Department for their time and efforts on behalf of the Board.

Respectfully submitted,

Robert Dugan, Chairman
Zoning Board of Appeals

Board of Health

The Board of Health (Board) is pleased to submit the 2015 annual report. The Board is comprised of the following five (5) elected officials:

Raymond Barry, Chairman
Charles Roux, Vice Chairman
Christine Kinnon, Clerk
Kathleen Brothers, Member
Philip French, Member

The Board of Health is charged with the protection of health and safety of Tewksbury. It is the Board's responsibility to develop and implement policies, and ensure the enforcement of state health and sanitary regulations. Meetings are held the 3rd Thursday of each month at the Town Hall.

The Board of Health's Mission is: "To protect the public and environmental health through health promotion initiatives, advising residents and businesses in compliance matters, and through fair and appropriate enforcement of local, state, and federal public health rules, regulations, bylaws and laws."

Tewksbury CARES:

An Initiative of the Tewksbury Board of Health which is committed to increasing awareness, promoting education and providing resources to the Tewksbury community in an attempt to lessen the adverse effects of substance abuse. In accordance with this mission, Tewksbury CARES strives to promote wellness and support healthy lifestyle choices in the Greater Tewksbury community. The goal is to engage a broad-based coalition including parents, students, school personnel, police, public health, families in recovery, and treatment providers, working together to accomplish this mission.

Tewksbury CARES participated with the Tewksbury Police Department's (TPD) third annual Drug Awareness week. Each year the TPD's event has something for all ages. There were various discussions and presentations for middle school and high school students, and the general public, and a poster contest for younger grades. Tewksbury CARES provided raffle prizes for the general public attending the evening events.

Tewksbury CARES can be found on the web at www.tewksburycares.org and can also be found on Facebook and Twitter. New Members are always welcome.

The Board of Health Department's team members are dedicated to the community, knowledgeable of public health and the department's procedures. At the close of 2015 the Director of Public Health, Lou-Ann Clement, retired. Her dedication and service to the Town will be missed. She was an honorable leader of a professional team. The Board of Health Department will continue to protect and grow with the community.

Team Members:	Lou-Ann C. Clement, C.H.O.	Director of Public Health
	Shannon Sullivan	Sanitarian
	Sarah Kinghorn, BSN, R.N.	Public Health Nurse
	Chris DiJulio-Cook	Senior Clerk Secretary
	Pamela Thomas	Animal Inspector
	Dawn Cathcart/Melissa Johnson	Recording Secretary

Unwanted Medicines Kiosk:

In 2011, the Lowell Health Department obtained a grant that supplied kiosks for "Unwanted Medicines" to the surrounding communities and with the help of Safety Officer Jennie Welch, the kiosk is stationed in the Police Department's lobby. This kiosk is open to the general public and continuously provides opportunity for the residents to remove unwanted medicines and opioids from their home and out of our waste stream. Each year the amount of unwanted medications including over the counter medications disposed of into this

kiosk has continued to increase. On behalf of the Board and this department we thank the Lowell Health Department and Tewksbury Police Department.

Annual Health and Wellness Fair:

The “Seventh Annual Health and Wellness Fair” occurred with more than 50 various exhibitors regarding health issues including nutrition and exercise planners, massage therapists, pharmacies, funeral directors and much more. The general public enjoyed the event. We look forward to continuing this educational event next year and its growth.

Greater Lowell Health Alliance; Substance Abuse and Prevention Task Force:

We are a member of the Substance Abuse and Prevention Task Force. The group is comprised of surrounding communities of Billerica, Wilmington, Westford, Lowell, Dracut, Chelmsford, and Tewksbury and other communities’ organizations within the Greater Lowell area. It is geared towards the education and prevention of Opioids and more. Board members Kathleen Brothers and Christine Kinnon also attend these meetings. Additionally; Lou-Ann Clement is on the group’s Medical Marijuana sub-committee, which monitors the status of medical marijuana in our region.

Attorney General Abandoned Housing Initiative Program:

At the request of the Town Manager, this office has been working with the Attorney General’s (AG) office under their “Abandoned Housing Initiative.” This initiative was developed to provide communities with a tool to rid viable neighborhoods of blighted properties. We function as a partnership to turn these properties around. The AG office assists us with developing records, investigatory services, and possible court actions. We recently obtained a receiver who will help renovate certain properties under this program. This program has returned one blighted property back to pristine status. We are now starting on two more bank owned properties. On behalf of the Board and this department, we would like to say thank you to the Attorney General’s office.

The Board of Health members Raymond Barry, Charles Roux, Christine Kinnon, Philip French, and Kathleen Brothers, the Board of Health Department team members, Chris DiJulio-Cook, Senior Clerk Secretary, Sanitarian, Shannon Sullivan, Public Health Nurse, Sarah Kinghorn, Animal Inspector Pamela Thomas, previous Recording Secretary, Dawn Cathcart, and our current Recording Secretary, Melissa Johnson are thanked for their dedication and service to the community.

**TEWKSBURY BOARD OF HEALTH
2015 ACTIVITY REPORT**

\$53,008.44 REVENUES RECIVED

INSPECTIONS CONDUCTED

Animal Routine	002	Mobile Food	003
Certificates of Fitness	001	Mutual Aid	023
Complaints Received	333	Offal/septic/medical truck	056
Complaints Investigations	1,015	Piggeries	000
Dumpster	157	Recreational Camps	003
Environmental	000	Septic System Abandonment	022
Farm Site Visits	000	Septage Haulers	000
Food	218	Site Plan Reviews	019
Grease Tanks	008	Swimming Pool	030
Group Homes	004	Tanning Booth	007
Hotel	007	Temporary Food Inspections	011
Ice Rink	002	Tight Tank Inspections	000
Livestock	000	Title V waiver Inspection	001
Miscellaneous	000		

PERMITS ISSUED

Animal Permits	015	Ice Rinks	001
Beaver Trapping Permits	003	Installer License	007
Certificates of Fitness	001	Offal/Solid/Medical Waste Hauler	044
Dumpster Permits	024	Piggery	001
Food Service Permits	169	Pools	012
Temporary Food Permits	054	Retail Tobacco Sales	039
Frozen Desserts	017	Septic Abandonment	010
Funeral Directors	002	Tanning Booths	004
Grease Tank Installation	001	Trailer Parks	001
Hotels/Motels	012		

NURSING ACTIVITIES

Ambulances	001	Home Visits	018
B12 Shots	012	Off Site Visits	000
Bites	001	PPD Planted	000
Blood Pressure Clinics	044	Pet Sheltering Clinic	000
Blood Pressure	233	Students	007
Blood Sugars	014	Seasonal Flu Clinics	000
Consultations	000	Seasonal Flu	000
First Aid	000	Shingles Vaccinations	000
Individual Health Education	064	Trainings	006
Hepatitis B Vaccine Clinic	000	Walking Club	026

206 COMMUNICABLE DISEASES INVESTIGATIONS

Babesiosis	002	Lyme	032
Campylobacter	001	Rocky Mountain Spotted Fever	001
Cryptosporidiosis	001	Salmonellosis	007
Enterovirus	001	Strep Pneumonia	001
Group A Strep	007	Tuberculosis (Active DOT)	001
Hepatitis B Chronic	005	Tuberculosis (Latent)	003
Hepatitis C Chronic	035	Varicella	004
Human Granulocytic Anaplasmosis	003	Viral Hemorrhagic Fever	001
Influenza	085		

ANIMAL INSPECTOR ACTIVITIES

Cattle Inspections	005	Quarantines	015
Farm Inspections	026		

Respectfully submitted:

Steven Sadwick
Director of Community Development

Building

Edward P. Johnson is the Building Commissioner for the Town of Tewksbury. He has held that position since June 2009 and prior to his appointment, Edward had been the Assistant Building Commissioner for 13 years. He is responsible for all permits, inspections and zoning investigations. Dawn Cathcart and Nancy O'Keefe are both Nationally Certified Permit Technicians through the International Code Council (ICC), who track all building, plumbing/gas, electric and sheet metal permits, provide staff support and have both demonstrated the expertise in maintaining an excellent office environment and quality customer service. Harold Sullivan is the part-time electrical inspector and Paul Wild is the part-time plumbing and gas inspector. Robert Armstrong who was our part-time building inspector left the Town in July for another opportunity. Also in July, the Building Department transitioned responsibility of processing the sewer, water, street opening, driveway and trench permits back to the DPW staff. From January to June 2015, the Building Department processed the following DPW permits:

Type of Permit	# of Permits	Fees Collected
Sewer	90	\$51,885.00
Water	43	\$30,481.30
Trench	96	\$2,400.00
Street Opening	50	\$9,220.00
Physical Alterations (Driveway)	45	\$4,510.00

In 2015, there were 1,455 building permits issued with a value of work of approximately \$55,808,031. This generated \$605,082 in building permit fees. The number of associated permits (ie, plumbing, gas, electric, sheet metal) remained consistent with previous years. A breakdown of all permits has been provided on the next sheet.

Present activities include the following housing and mixed use projects:

	Bella Woods	Frasier Lane	Settlers' Way	Tewksbury Village Condos	Hawthorne Retirement Group	Crystal Circle
Total # of Units#	143	26	6	10	124 (1 Building)	8
Permits Issued:	108	7	6	8	1	8
Occupancy Issued:	92	3	4	0	OCC - 2/17/15	8

Commercial projects include:

- Various Tenant Fit-Ups for Restaurants, Office and Retail Space
- Renovation of Town Hall – Completed November 2015
- Wamesit Lanes Bowling Alley – Completed October 2015
- Tewksbury Village Condo – 7,553 SF Mixed Use Office Building
- 1438 & 1470 Main Street – Mixed Use Development – 8,550 SF Commercial Space
- 1390 & 1394 Main Street – Mixed Use Development – 6,000 SF Commercial Space

Additionally, the department issued 865 electrical permits, 477 plumbing permits, 432 gas permits, and 96 sheet metal permits. Annual Certificate of Inspections were issued to all establishments that serve alcohol, function rooms, churches, schools or any place of assembly over 50 patrons. The Inspectors for the Building Department performed over 3000 inspections.

ON THE HORIZON: (Proposed projects to Start during 2016)

- Carter Commons II - 192 Multi-Family Dwelling (MFD) Units (Victor Drive/Main Street)
- 1438 & 1470 Main Street – Mixed Use Development – 12 Residential Units
- 1390 & 1394 Main Street – Mixed Use Development – 18 Residential Units
- The Residences at Joan's Farm – Livingston Street (Formerly Eddie's Way) – 96 MFD Units
- Pine Street – Off of April's Way – 10 lot subdivision

Respectively submitted,

Edward P. Johnson
Building Commissioner

BUILDING PERMITS by CATEGORY TOTALS

Permits Issued:	1/1/15	thru	12/31/15
	# of PERMITS	VALUE \$	FEES \$
Com ADDITION	3	\$2,757,500	\$27,703
Com CERT of INSP	76	\$0	\$7,467
Com DEMO	4	\$922,250	\$5,198
Com FOUNDATION	3	\$0	\$300
Com MISC	20	\$1,652,140	\$20,525
Com NEW BLDG	2	\$7,700,000	\$77,300
Com RENOVATION	42	\$3,782,587	\$40,515
Com ROOF	6	\$867,363	\$8,970
Com TEN FIT-UP	31	\$4,643,377	\$53,328
Mun NEW	1	\$0	\$0
Mun RENOVATION	1	\$15,000	\$0
Res 40A FEE	1	\$0	\$300
Res ADDITION	23	\$1,168,299	\$14,495
Res CHIM/FP	1	\$0	\$75
Res DECK	105	\$927,636	\$11,970
Res DEMO	29	\$2,442,500	\$4,913
Res FAMILY SUITE	9	\$1,011,824	\$10,360
Res FOUNDATION	59	\$0	\$1,425
Res MFD	9	\$1,220,000	\$12,510
Res MISC	132	\$4,229,210	\$45,603
Res NEW SFD	70	\$12,556,853	\$130,660
Res POOL	39	\$947,126	\$11,635
Res RECORDING	5	\$0	\$2,500
Res REINSPECTION	3	\$0	\$75
Res RENOVATION	341	\$4,396,950	\$54,360
Res ROOFING	278	\$2,150,535	\$28,841
Res SHED	30	\$210,137	\$2,435
Res SIDING	95	\$2,116,504	\$24,145
Res WOOD STOVE	11	\$7,687	\$540
SIGNS	24	\$67,303	\$6,834
TEMP TRAILER	2	\$15,250	\$100
BUILDING TOTALS:	1455	\$55,808,031	\$605,082
 PLUMBING PERMITS	 477		 \$29,370
GAS PERMITS	432		\$14,080
ELECTRICAL PERMITS	865		\$65,356
ELECTRICAL REINSPECTIONS	2		\$50
SHEET METAL PERMITS	96		\$16,735

Conservation Commission

The Conservation Commission consists of five members, all of whom are appointed by the Board of Selectmen. The Conservation Commission members are Chairman Jonathan Parker,, Vice Chairman Carolina Linder, Dennis Sheehan, Anthony Ippolito and Steve Deackoff.

The Conservation Commission is responsible for administering the Tewksbury Wetland Protection Bylaw and the Massachusetts Wetland Protection Act, 310 CMR 10.00 (M.G.L. Chapter 131, Section 40). The Commission's goal is to protect wetland resource areas, buffer zones, vernal pools, riverfront areas, related water resources areas, water quality as well as Open Space in the Town of Tewksbury.

All applications submitted to the Conservation Commission for projects require a public hearing to be held. When all the information for an application is submitted, the Conservation Commission votes to either approve or deny the permit. If approved by the Commission, an Order of Conditions is issued which will provide the mitigation to protect the impact on wetland resource areas as well as related water resource areas. If a permit is denied, the applicant can appeal the decision to the Massachusetts Department of Environmental Protection and the Massachusetts Superior Court.

All projects located within 100 feet of wetlands and 200 feet of a river and 100 feet from an intermittent stream require a Notice of Intent for proposed work. When an Order of Conditions is then issued, and the project is complete, a Certificate of Compliance is issued. Some projects include single family dwellings, additions, in-ground pools, large multiple housing units, commercial buildings, the sewer improvement work and the drainage and maintenance program by the Tewksbury DPW.

In 2015, the Conservation Commission expanded its outreach efforts by sending out a two page flyer to all residents in Tewksbury called 'Living With Wetlands'.. The purpose of the flyer was to acquaint all residents with the Wetlands Protection Act and Tewksbury's Local Wetland Protection Bylaws, their significance and applicability, and actions that are required to be taken by homeowners when doing work near wetland areas. The efforts stemmed from an increase in Enforcement Orders over the past few years in Tewksbury. The outreach program has already shown signs of success as the Conservation Agent has received numerous phone calls by homeowners referencing the flyer and seeking guidance in regards to their property and proper permitting. The Conservation Commission hopes to see a decrease in enforcement orders in the upcoming year and plans to continue their outreach effort.

In 2015, the Tewksbury Conservation Commission increased their efforts in helping the Bay Circuit Trail Alliance establish a trail system throughout the Town of Tewksbury. Tewksbury is one of the remaining links in the Bay Circuit Trail which is an established trail system that spans over a hundred miles. Efforts on the Bay Circuit Trail in 2015 included the construction of a wetland boardwalk, submitting an application for a trail easement on property owned by the utility company, coordinating trail blazing with the State Hospital, and intensive field work to map out the potential route. At this time, a potential route has been established and it is a goal of the Commission to work vigorously in 2016 to establish this trail into existence.

In 2015, the Tewksbury Conservation Commission, through funding from the Community Preservation Commission, hired a consulting company, Aquatic Controls Technologies, to conduct a comprehensive study of Long Pond. The main component of the study included an analysis of the ponds water quality. Unfortunately, the study determined that the Cyanobacteria and E Coli levels in the pond are too high for the Pond to be suitable for recreational use. As a result, the Conservation Commission has submitted an application for funding through the Community Preservation Committee to treat the pond as well as analyze the causes for these pollutants. The Conservation Commission is hopeful that the funding will be received and they continue their work to restore the ponds health.

The Conservation Commission meets on the first and third Wednesday of each month. All Conservation Commission meetings are open to the public and held in the Town Hall Auditorium beginning at 7:00 P.M. and are televised on the local cable channel.

The Conservation Office which is part of the Department of Community Development is located in the Town Hall located at 1009 Main Street and is open to the public from 7:30 A.M. to 4:30 P.M. Monday through Friday.

Respectfully submitted,

Kyle Boyd
Conservation Administrator

Planning Board

The Tewksbury Planning Board consists of five-elected town residents. The Planning Board Officers are Stephen Johnson, Chair; Nancy Reed, Vice Chair; Keith Anderson, Clerk. Other members of the Board include and Robert Fowler and Vincent Fratalia.

The Planning Board reviews all new commercial projects and residential subdivisions proposed for construction in Town. The Planning Board, working with the Building Commissioner and the Community Development Director, is responsible for ensuring that new developments comply with land use regulations. The Planning Board strives to strike a balance between a landowner's right to develop and the interests of neighbors and the Town as a whole.

The Planning Board issued twenty eight special permits for various projects ranging from signs, family suites, commercial projects and residential developments. 218 residential units were approved in the Community Village Overlay District at projects on Victor Drive and on Livingston Street. On Main Street 26 units were approved in the Village Mixed-Use Overlay District. Also on Main Street the Planning Board approved 3 units in the Town Center Overlay District.

The Planning Board endorsed eight plans that were found not to require subdivision approval. The Planning Board also approved eight non-substantial determinations, two extensions of special permits and two modifications to a special permit. In addition the Planning Board had six conceptual discussions for new potential developments

In addition to fulfilling its statutory duties as a special permit grant authority and subdivision control authority, the Planning Board continued to support additional initiatives. The Planning Board proposed ten articles for Town Meeting action. In 2015 the Planning Board continued its update of the 2003 Master Plan.

Board members are very active serving as representatives to other organizations, Nancy Reed represents the Board on the Northern Middlesex Council of Governments, Local Housing Partnership, and Community Preservation Committee. Steve Johnson is the Board member serving on the Town Center Master Plan Committee and is the Board representative on the Economic Development Committee.

The Planning Board is committed to a long term effort to implement the Master Plan's vision, goals and recommendations to enhance future growth and land use and improve the quality of life for Tewksbury residents.

Respectfully submitted,

Stephen Johnson, Chair
Planning Board

Community Preservation Committee

The Community Preservation Committee ("CPC") includes representatives from town boards and committees and one at large citizen member. In 2015, the CPC members were: Nancy Reed, James Wentworth, Tom Churchill, John Deputat, Steve Deackoff, Christina Nawn and Richard Montuori.

The Community Preservation Act ("CPA", MGL Chapter 44B) is statewide enabling legislation allowing cities and towns in the Commonwealth of Massachusetts to adopt a property tax surcharge with revenues from this surcharge (plus state matching funds) to be used for open space preservation, creation of community housing, preservation of historic buildings and landscapes, and creation of recreation opportunities.

The CPC requires that all proposed projects be eligible for CPA funding according to the requirements described in the legislation. At least 10% of the funds received in any fiscal year must be spent or set aside for each of the first three of those areas (open space, historic preservation and community housing). The remaining 70% of each year's funds can be spent or reserved in any of the four areas. In addition, up to 5% of the annual Community Preservation revenues can be spent on administrative and operating expenses of the CPC.

All CPA funding requests require the recommendation of the project by the CPC to Town Meeting, and a majority vote of Town Meeting.

The CPC is currently overseeing or saw completion of the following projects in 2015 that were awarded by previous Annual Town Meetings (ATM) and Special Town of Meetings (STM):

Livingston Parks/Recreation, Drainage – Awarded STM, May 9, 2007 - \$150,000. Recreation sought funds to keep the park's land areas from further harm by providing proper drainage to the Recreation areas that are threatened due to improper drainage. Costs also include Survey and Engineering. This project is currently pending land transfer from the State of Massachusetts. The State has agreed to transfer this land, as of this writing, the Town and the CPC await final deed transfer to move ahead with this project.

Town Hall Rehabilitation Project – Awarded STM Oct. 5, 2010. The Town of Tewksbury sought funds to rehabilitate our historic Town Hall. CPA funds were approved at town meeting totaling \$6,103,303. This project honors the historic architectural significance of the structure and its surroundings, while serving future residents in a manner consistent with its original intended use. In 2011 a Project Management firm was selected, in 2012 an Architect was chosen. The project saw 1.4M dollars voted at May ATM 2014 and work began August 2014. The Town Hall Rehabilitation Project was completed in November 2015.

Long Pond Remedial Action Section 319 Grant Application Matching Funds – Awarded STM October 2009, \$120,000 from the Community Preservation Fund's Open Space Reserve Account to be expended subject to a successful Clean Water Act, Section 319 Grant Award of up to \$225,000 for implementation of approximately 25 of the 164 restorative and protective action locations (BMPs) as described in the 2008 Long Pond Study. The Grant requires a 40% match and the set aside of these CPA funds will allow the Town to apply for the Grant. State approval of the grant award has been received as well as final approval from the EPA in 2011. In addition to the BMPs, the project included neighborhood outreach and High School student participation in the field and in class. Kyle Boyd, the Town's Conservation Agent is overseeing this project which was completed in 2015.

Livingston Street State Cemetery Preservation, Clean-up and Fence - Awarded STM October 2009, \$15,000 to clean-up and fence-off an existing State Hospital Cemetery which is on a portion of the land to be transferred to the Town, subject to the Tewksbury State Hospital and State Division of Asset Management transfer of land known as the Saunders Recreational Facility to the Town of Tewksbury. May Town Meeting 2010 approved an additional \$27,000 for additional funding for the fence, which is proposed to be a wrought iron style rather than the previously approved funding for a chain link style fence. The State has agreed to transfer this land, as of this writing, the Town and the CPC await final deed transfer to move ahead with this project. In August 2014, the Governor signed the final legislation for this deed transfer to occur. We await progress at the DCAM level.

Town Hall Records Preservation - Awarded STM October 2009, \$50,000 from the Community Preservation Fund's Historic Preservation Reserve Account to be expended by the Town Clerk to recover, preserve and protect Town records and archives. Part of this project is to fund recovery of 225.5 cubic feet of damaged documents due to water damage and high humidity in the Town Hall. This effort will be coordinated with the renovation and preservation of the Town Hall. Also awarded are \$375,000 CPA funds at May Town Meeting 2010 to complete this project.

In 2011, the Town Clerk began the comprehensive project to digitize all of the 80,000+ vital records at the Town Hall, to be completed in early 2012. In addition to the preservation of the records, this digitalization will increase efficiency at the Town Clerk's office by enabling staff to retrieve records directly from their desktop computers.

In 2013, the Town Clerk oversaw the temporary relocation of the Town Hall to the Pike House. The awarded 2009 damaged archives project was completed and the 2010 awarded project has begun. The Town Clerk continues to manage this ongoing project. With the completion of the Town Hall in 2015, the Town Clerk continues this project. With storage now available in the new vaults, remediation of damaged records can begin.

Ella Flemmings School: In May 2012, the School Department was awarded \$275,000 in CPA funds to rehabilitate the historic Ella Flemmings School, 1503 Andover Street, including expenses as necessary for replacement of the boiler and exterior rehabilitation including roof, trim boards, doors, windows, siding, exterior paint and the like. In 2013 the Town and the School Department sought an architect to oversee this project. The Town now has architects retained to complete these types of projects. We anticipate news of progress shortly.

Tewksbury Rail Trails Study: At May Annual Town Meeting 2013, the Town voted to approve \$35,000 for the purpose of developing a bicycle and walking trails feasibility study. A Bicycle & Pedestrian Advisory Committee has been established by the Selectmen and work progresses. The Study has been completed and in May 2015 Town Meeting approved \$45,000 for the next steps in the title search and consultant processes.

Marshall Homestead Preservation: At May 2015 Town Meeting voters approved \$32,000 to place a Historic Preservation restriction on the Marshall Homestead on Pleasant Street. The Historic Commission has worked with the owner and this initiative is still in process of being completed.

Playground Rehabilitation: At October Special Town Meeting 2013, the Town voted to approve \$350,000 to rehabilitate existing playgrounds at the Town's Elementary Schools, the playground site at Livingston Street Recreation Area, including and surrounding Funway Park. Funway Park design and construction is completed as of this writing. Plans for the School playgrounds are underway with construction anticipated to begin in the Spring of 2016.

Wamesit Indian Park Rehabilitation and Muster Park Rehabilitation:

At May 2014 ATM 70K was approved for the Rehabilitation of the Wamesit Indian Park. These funds are in addition to 25K that was previously awarded to the town through the Planning Board permitting process for the addition to Walmart. The Planning Board engaged a Landscape Architect to design a plan for the park and it was found that more funds were needed and a fix to the drainage problem on Old Main Street needed to be addressed as well. The Planning Board has asked for the bid process to be started in order that work can begin in the Spring of 2015. The bid process in 2015 revealed that the cost was more than the approved amount for the Wamesit Island, the lowest bidder will hold his price through the Spring of 2016 in anticipation of Town Meeting approving additional funding.

At May 2014 ATM 50K was approved for the rehabilitation of Muster Park at South and Main Street. These funds will remain in place until the next steps on the final disposition of the cell tower is addressed. A request for proposals has been sent to cell carriers relative to the tower. Once a new lease is finalized, the plan for rehabbing the park can take place.

In 2015, the CPC commissioned a Study of Long Pond in order to assess the current level of needed remedial actions and produce a Management Plan that is suitable for use in requesting various State and Federal Grants. The Study revealed the need to address bacteria counts, algae growth and some invasive plant removal. Kyle Boyd, the Town's Conservation Agent is overseeing this project. The Committee will seek funds at May 2016 Town Meeting in accordance with the Management Plan to address the first phase of the Plan.

The Community Preservation Committee looks forward to working on these and future proposals that contribute to the overall community benefits inherent to the Act.

Respectfully submitted,

Nancy Reed, Chair
Community Preservation Committee

FINANCE DEPARTMENT

Accounting Reports
Tax Collector

Board of Assessors
Computer Services

Treasurer's Cash

Accounting Reports

Auditors Reports

General Fund Balance Sheet

GENERAL FUND BALANCE SHEET June 30, 2015

ASSETS

General Cash		9,589,353.47
Collector	300.00	
Appeals	200.00	
Schools	50.00	550.00
Uncollected Taxes:		
Personal Property:		
FY06	4,371.90	
FY07	5,542.29	
FY08	4,821.41	
FY09	13,755.02	
FY10	12,958.07	
FY11	18,553.57	
FY12	14,786.71	
FY13	7,283.00	
FY14	10,195.10	
FY15	44,220.57	136,487.64
Real Estate:		
FY11		
FY12		
FY13		
FY14		
FY15	852,272.58	852,272.58

Motor Vehicle Excise:		
FY06	13,634.71	
FY07	15,027.99	
FY08	15,868.48	
FY09	14,499.09	
FY10	12,301.82	
FY11	17,285.67	
FY12	17,334.65	
FY13	29,219.17	
FY14	64,004.60	
FY15	294,518.43	493,694.61
Boat Excise:		
FY05	169.00	
FY06	932.00	
FY07	1,286.00	
FY08	1,562.02	
FY09	1,688.00	
FY10	1,712.00	
FY11	1,612.00	
FY12	1,462.00	
FY13	1,389.01	
FY14	1,749.03	
FY15		13,561.06
Other Receivables:		
Tax Liens/Titles/Possessions	2,448,895.16	
Taxes in Litigation		
Deferred Taxes	248,933.19	
38D		
Ambulance Services	1,452,403.29	
Trash Carts	1,738.00	
Veterans Services	345,190.70	
Due From State		
Due From Employees	4,469.10	4,501,629.44
TOTAL ASSETS		15,587,548.80

LIABILITIES/RESERVES

Warrants Payable	(1,268.26)
Accrued Payroll	
Town Accrued Payroll	15,781.89
School Accrued Payroll	2,574,760.85
Payroll Withholdings Payable:	786,250.31

Allowance for Abatements:

FY99	(53.04)	
FY01	(121.44)	
FY02	(169.52)	
FY03	(821.86)	
FY04	2,971.41	
FY05	(2,386.51)	
FY06		
FY07	50,742.87	
FY08	111,014.24	
FY09	239,359.86	
FY10	413,802.44	
FY11	483,785.48	
FY12	310,553.73	
FY13	121,327.36	
FY14	310,560.93	
FY15	619,494.37	2,660,060.32

Unclaimed Property:

Abandoned	9,989.93	
Tax Refunds	19,622.91	
		29,612.84

Taxes Paid in Advance

Deferred Revenue:

Real/Personal Taxes	(1,671,300.10)	
Supplemental RE Taxes		
Tax Titles/Possessions	2,448,895.16	
Deferred Taxes	248,933.19	
Motor Vehicle Excise	493,694.61	
Boat Excise	13,561.06	
Ambulance Service	1,452,403.29	
Trash Carts	1,738.00	
Veterans Benefits	345,190.70	3,333,115.91

TOTAL LIABILITIES **9,398,313.86**

Fund Balances:

Encumbrance Reserve	492,732.70	
Reserved for Expenditures		
Teachers Pay Deferral	(693,323.00)	
Petty Cash	550.00	
Unreserved/Undesignated	6,029,039.44	
Reserved for Future Year Debt	719,695.29	
Snow/Ice Deficit		
Des for Appropriation deficit	(359,459.49)	

TOTAL FUND BALANCES **6,189,234.94**

Total Liabilities/Fund Balances **15,587,548.80**

SPECIAL FUNDS

Town Revolving/Grant Accounts

Insurance <20K Police	
Insurance <20k DPW	
Arts Lottery	6,518.78
Planning Engineering	
Planning Sidewalks	41,536.00
Recreation Programs	
Planning Consult-Existing	2,405.33
Planning Consult-New Projects	49,275.73
Conservation Consult-New Projects	23,700.23
ZBA Comprehensive	12,452.50
SASO Deposits	20,585.44
Community Preservation Fund	1,556,529.94
Parks & Recreation	44,040.72
Traffic Signage	758.31
Record Preservation	49,690.38
COA Revolving	17,885.39
BOH Emergency Kits Revolving	
GIS Revolving	55,972.79
Stormwater Fund	4,395.00
Tax Title	16,900.88
Recycling Revolving	54,011.92
State Election/Primary	41,532.28
BT Response	2,870.24
COA FY14 Formula Grant	20.07
COA FY15 Formula Grant	2,460.48
Storm Damage	9,958.19
Library LSTA	475.84
Library Aid State Grant	23,565.25
SAFE Grant	
Municipal Recycling Incentive	1,118.36
Bulletproof Vests	(1,089.09)
FY15 Bullet Proof Vests	(5,692.50)
Hazard Mitigation Grant	64,263.50
PARC Program	
Assistance to Firefighters Grant	
FED Equitable Sharing	41,710.37
Priority Dev. Site Chap 43D	10,934.00
FY14 State 911 Training Grant	(901.40)
FY14 State 911 Support & Incentive Grant	
FY15 State 911 Support & Incentive Grant	(9,215.18)
FY15 Mobilization Grant	(2,517.23)
Underage Alcohol Enforcement Grant	
Traffic Enforcement	
FY15 EMPG Radio Comp	(190.00)
FY15 E911 Training	(13,947.48)
FY15 Student and Senior Safe Grant	6,487.35
Cops Hiring Program	(9,032.12)
Long Pond BMP 319 Grant	(235,583.15)
Green Community	
Reg. Resiliency Assess	
Child Passenger Safety	
FY15 Walmart Summer Concert Series	1,531.54

Rte 133 Improvements	27,366.68
Cable TV Gift	14,707.88
DARE Gift	
Fire Gifts	912.74
Thermal Camera Gift	350.50
Dog Pound Gift	500.00
Vicor Sewer	6,842.56
Homecoming Gifts	2,059.74
Library Gifts	7,961.55
Hydrant Gift	247.53
Recycling Committee	4,462.84
Police Gifts	10,578.02
DPW Gift	250.00
Tax Assistance	9,032.14
Town Manager Gifts	90.56
Hanover	147,679.69
Library Scholarship	24.00
Praxair/Library Gift	
Dog Gifts	82.89
Tewksbury Economic Development	6.69
Planning Brd Gifts	32,350.00
East Street Roadway Improvement	75,000.00
Walmart/Wamesit Indian	21,710.50
Shawsheen Place	1,612.50
Walmart-Triad	868.28
National Grid North & Livingston	50,620.00
Weights/Measures Fines	1,252.00
Drug Forfeitures	2,976.89
COA Stipends	1,170.09
Conservation Engineering	2,540.18
Wetlands Protection Fund	41,360.11
Police Special Detail	50,094.62
Fire Special Detail	380.00
Community Dev Sewer Design	575.36
St. Claire Sewer Escrow	40,200.00
Youth Football Phone	
Dog Fund	20,000.00
Sporting Fees	590.65
Fire Hazmat	1,460.23
Recycling/Composting Bins	2,304.12
ZBA Consulting	762.50
Woburn Street Improvements	25,000.00
Drainage Deposits	10,000.00
Bond Revocation	10,000.00
Bond Premium Proceeds	(500.00)
Disaster Relief	1,433.31
Compensation Funds	
Oakdale Plaza	48,000.00
Firesetters Intervention Program	562.56
MAPC Police Training	1,735.97
Pl Bd Affordable Housing	40,000.00
Code Enforcement	701.27
Revaluation	911.35

Total Town Revolving/Grant Accounts

2,604,247.16

School Revolving/Grant Accounts

School Lunch	103,692.93
Athletics	35,296.28
Textbooks	3,584.33
Adult Education	33,633.15
Extended Day	136,408.41
Dewing Insurance <20K	
Heathbrook Insurance <20K	
High School Insurance <20K	213.00
Ryan School Insurance <20K	
Trahan Insurance <20K	531.09
Pre School	42,312.54
Full Day Kindergarten	225,034.26
Special Ed Circuit Breaker Reimb	868,114.50
H S Parking Fees	59,962.89
H S Clubs	61,709.92
H S Athletic Fees	52,063.13
Wynn Sch Athletics	13,338.00
Wynn Sch Clubs	914.25
Ryan Sch Clubs	1,815.43
PSAT	7,383.53
P.A.L. Custodians	
Recreation Custodians	
Facilities Rental-School	129,087.75
Healthbrook Rental	1,553.93
School Rec	1,623.14
School rec Basketball	36,567.39
Community Ed-Rec	601.42
New Start Program	2,944.05
Team Chair	2,481.00
Academic Support	(0.46)
Project Charlie	666.60
Remedial Reading	1,341.90
Early Childhood	1,206.06
Sped Improvement	(8,280.48)
Sped 240 Grant	(43,515.37)
Enhanced Health	719.88
Enhanced Education	
Improving Educator Quality	
Academic Support #619	141.78
Academic Support FY14 625	379.10
Fuel Up to Play 60	859.28
FY15 FUTP60	1,148.30
Big Yellow School Bus	1,400.00
K12 Literacy Partnership	2,062.18
Crisis Intervention	196.66
High School Partnerships	
Tiered Instruction 257	
Title 1 School Support	(83,548.67)
Title IIA-Education Quality	(7,497.46)
Music Drives Us	4,217.26
Targeted Summer Support 592	
HPHC Breakfast Grant	3,108.44
HB Verizon Award	2,464.04

Verizon FIOS Campaign	1,475.00
Digital Gift	2,287.00
School Technology Gift	205.08
Walmart Gift	1,625.00
DARE	441.75
School Gifts	16,087.16
Scholarship Gifts	1,000.00
Space Day	2,607.58
Lan Gift	250.00
Scholarship Fund	820.17
Education Fund	2,139.75
Tewksbury Rocks	292.69
TMHS Band Gift	
FY15 School Library Grant	9.91
Camp Pohelo	1,346.15
E-Rate	21,472.21
HS Gifts	3,705.65
Doug Flutie Jr for Autism	782.03
Long Range School Space Planning	3,034.20

Total School Revolving/Grant Accounts

1,757,516.69

Capital Projects

Water Plant Expansion	8,000.01
Waterlines FY15 Art #10	618,222.74
Wash Bay/Windows	40,643.12
Center Fire Improv	10,000.00
DPW Building Improv ATM 5/01	
River Rd Water Imp ATM 5/0	95,592.32
Town Hall CPA Restoration	1,671,858.85
Tewksbury Town Hall FY15 Art #13	1,412,000.00
Ella Fleming School CPA	274,010.00
Long Pond	10,938.30
Rehab Playground	151,143.12
CPA Records Preservation	259,562.70
Wamesit Indian Statue	700.00
Rehab Wamesit Park STM Art #14 FY15	119,879.71
Rail Trail	400.00
Rail Trails ATM 5/15 FY16	45,000.00
Marshall House ATM 5/15 FY16	31,500.00
Athletic Field	131,839.93
Tennis Courts	5,737.17
TMHS Construction STM 3/10	(135,848.63)

Total Capital Projects

4,751,179.34

Articles

Town Manager	
STM 10/13 Art #6 FY14 Personnel Study	13,600.00
STM 5/14 Art #3 FY14 Sick Leave Buy-Back	29,775.46
STM 10/14 Art #2 Adopt an Island	197.46
STM 10/14 Art #7 Prior Year Bills	35,209.50

Accounting	
ATM 5/13 Art #11 FY13 Outstanding Leases	1,815.51
STM 10/12 Art #2 FY13 Outstanding Leases	60.54
STM 10/12 Art #5 FY13 Annex Roof	250.00
STM 10/13 Art #7 FY14 Bills of a Prior Year	132.00
Computer Services	
STM 10/14 Art #2 FY15 Comp Ser New Computers	17,216.31
Assessor	
ATM 5/12 Art #18 FY13 Revaluation	3,500.00
STM 5/15 Art #2 FY16 Revaluation	23,623.26
Administrative Services	
ATM 5/12 Art #19 Senior Work Program	10,307.50
ATM 5/13 Art #15 FY14 Senior Tax Relief	18,967.71
ATM 5/14 Art #12 FY15 Senior Tax Relief	13,606.97
Town Clerk	
STM 10/13 Art #5 Voting Booths	44,703.75
Police	
STM 10/13 ART #5 Police Cruiser Modems	46.76
ATM 5/14 Art #7 FY15 Rplc Radios Cruisers	12,861.00
ATM 5/14 Art #7 Rplc Mobile Data Term Cruiser	30,192.00
ATM 5/14 Art #7 FY15 2 Defibs/15 Defib Cases	5,225.00
ATM 5/14 Art #7 4 Radar Units/2 Mtrcycle Breat	5,381.74
ATM 5/14 Art #7 FY15 4 Police Rifles	6,500.00
STM 10/14 Art #3 Tasers & Accessories	42,097.00
STM 10/14 Art #3 Vehilce & Digital Radio	43,422.23
STM 10/14 Art #3 Install New Base Radio	24,900.00
Fire	
ATM 5/13 Art #7C FY14 Ambulance Chassis	275.70
ATM 5/13 Art #10 FY14 Microwave Communication	58,855.89
STM 5/14 Art #3 FY14 Twin Fire Engine Pumpers	700,000.00
STM 10/14 Art #5 Vehicle Warranty	10,120.00
STM 10/14 Art #5 Stretchers	19,491.84
STM 10/14 Art #5 Amblc Lptp, Sftwr, Modems	14,137.33
STM 10/14 Art #9 Fire Protective Gear	10,119.02
School	
ATM 5/12 Art #12 FY13 School Bldgs	35,962.85
ATM 5/12 Art #12 FY13 School Instructional	400.46
STM 10/12 Art #2 FY13 Smart Boards	80.29
STM 10/12 Art #2 FY13 Monitors	225.88
STM 10/12 Art #4 FY13 Prior Year Bills	311.05
ATM 5/13 Art #8A FY14 School Bldg Maintenance	37,830.30
ATM 5/13 Art #8B FY14 School Technology	66.48
ATM 5/13 Art #8C FY14 School Instructional	43,924.39
ATM 5/13 Art #9 FY14 Tewks H.S. Maintenance	90,741.53
STM 10/13 Art #6 FY14 School Bldg Maintenance	41,706.00
STM 10/13 Art #6 FY14 School Technology	5,940.79
STM 10/13 Art #6 FY14 School Instructional	2,131.23
ATM 5/14 Art #8 FY15 School Bldg Maintenance	218,188.67
ATM 5/14 Art #8 FY15 School Technology	300,149.39
ATM 5/14 Art #8 FY15 School Instructional	170,616.11

STM 10/14 Art #6 Paving at Strong Field	119,980.87	
STM 10/14 Art #6 Cafeteria Tables	48,184.15	
DPW		
ATM 5/12 Art #11 FY13 Storm Water Pollution Prev	448.25	
STM 10/12 Elgin Sweeper	15.00	
STM 10/14 Art #4 Highway Volvo Loader	176,627.50	
STM 10/14 Art #4 Tractor Boom & Snow Attachment	163,211.50	
Library		
STM 10/14 Art #2 FY15 Lib Pkg Lot & Grd	7,450.00	
STM 10/14 Art #2 FY15 Library Computers	10,000.00	
Parks		
STM 10/13 Art #5 Electronic Work Parks Garage	255.85	
STM 10/14 Art #8 Realloc for Park Tractor Attach	16,159.35	
Total Articles		<u><u>2,687,199.37</u></u>
Sewers Articles		
ATM512#16 Sewer Pump Stn		
ATM512#16 Inflow & Infiltration	12,965.01	
Total Sewers		<u><u>12,965.01</u></u>
Water Articles		
ATM 5/12 Art #14FY13 New Fire Hydrants	1,031.95	
ATM 5/13 Art #11 WTP Upgrade	684,428.04	
ATM 5/13 Art #12A FY14 Hydrant Replacement	81,908.81	
ATM 5/13 Art #12B FY14 Dist. Sys. Improve	2,392.50	
ATM 5/13 Art #12C FY14 Water Tank Upgrade	4,900.00	
STM 10/13 Art #13 FY14 Var Frequency Drives	40,961.00	
STM 10/13 Art #12 FY14 Crest Rd & Main	85,104.07	
ATM 5/14 Art #9 FY15 Hydrant Replacement	4,896.46	
ATM 5/14 Art #9 FY15 Water Tank Mixers	16,000.00	
ATM 5/14 Art #9 FY15 Water Dist Improve	346,549.68	
Total Water		<u><u>1,268,172.51</u></u>
Mass Highway Grants		
Chapter 90 Projects	(203,042.91)	
Chapter 90 East/Livingston Traffic Lights	(240.00)	
Chapter 90 Dascomb/East Sign		
River Road		
Chapter 90 East St Roadway & Drainage Improvement		
Total Mass Highway Grants		<u><u>(203,282.91)</u></u>
Trusts		
Conservation	84,804.25	
Foster	26,266.00	
Pierce	1,734.14	
Cemetery	24,431.55	
Stabilization	1,725,660.83	
Fairgrieve	166,042.71	

Mahoney	1,605.30	
Friend's of Library Endowment	28,300.93	
Affordable Housing	3,264,477.94	
Fire Equipment Stabiliaztion		
Fire Gear Stabilization		
OPEB	751,613.24	
Health Insurance	6,072,140.66	
Occupational Injury		
Health Insurance Mitigation	254,000.00	
Total Trusts		<u>12,401,077.55</u>
Bank Books/Bonds in Treasurer's Custody		
Planning Projects	340,600.00	
Conservation Commission	198,614.76	
Sewer Installers Bonds	355,500.00	
Total Bank Books in Treasurer's Custody		<u>894,714.76</u>
Agency Funds		
Deputy Collector	1,164.72	
Criminal History Board	22,765.50	
Parks Security Deposit	1,300.00	
Snack Bar Deposit	288.00	
Special Details		
Real Estate Deposits		
Student Activities H.S.	63,311.53	
Student Activities Dewing	187.51	
Student Activities Trahan	4,942.72	
Student Activities Ryan	1,733.67	
Student Activities Heathbrook	4,028.90	
Student Activities Wynn	52,656.84	
ZBA Deposits	13,784.00	
Invoice Cloud	790.00	
Total Agency Funds		<u>166,953.39</u>
Debt Outstanding		
Library	320,000.00	
Annex Roof Repairs 10/9 #7	70,000.00	
Ryan School	3,605.00	
DPW Tank Removal	20,000.00	
Town Hall Annex ATM 5/98 #8	60,000.00	
Sewer Phase 4 Trust STM 10/95 #9	580,114.08	
MWPAT 2 10/04	4,661,784.00	
WTP Sludge	70,000.00	
WTP Expansion	440,000.00	
Water Mains 10/98	30,000.00	
Seneca Road Sewer	210,000.00	
Town Wide Sewer 5/6/08	195,000.00	
Town Wide Sewer STM 10/02 #1	72,365,000.00	
Water System PH8 10/04	366,000.00	
Ryan School STM 3*97 #4	375,000.00	
Refi "00" Water	195,180.00	
Refi "00" Bldg Remodel	54,850.00	

Refi "00" Bldg Fire	322,135.00	
Refi "00" Sewer One	80,755.00	
Refi "00" Sewer Two	13,520.00	
Refi "02" Water	95,155.00	
Refi "02" Water Treatment	27,185.00	
Refi "02" School One	645,680.00	
Refi "02" School Two	1,121,440.00	
Refi "02" Sewer Bonds	115,540.00	
Refi Town Hall Annex	29,955.00	
Water Meters 5/06 #11	(170,000.00)	
Fire Hydrants 5/06 #10	24,000.00	
Water Tank	165,000.00	
Water Shawsheen St 5/06 #9	12,000.00	
Water System Improv 5/06 #8	280,000.00	
Sutton Brook Rem 10/05 #2	20,000.00	
Senior Center Const	2,235,000.00	
Fire Hydrants 5/05 #12	24,000.00	
Water Sys Improv 5/05 #10	90,000.00	
Water Meters 5/05	110,000.00	
Water Interconnect 5/05 #3	14,000.00	
Repair Sewer Pumps 5/05 #15	1,230,000.00	
Water System Improv 5/07 #9	140,000.00	
Fire Hydrants 5/07 #10	30,000.00	
Water Meters 5/07 #11	500,000.00	
Water Storage Expan 5/08 #12	225,000.00	
Water Meters 5/08 #12	270,000.00	
Water Meters 5/09 #10	360,000.00	
Water Meters 5/10 #9	300,000.00	
Sewer Pumps 5/07 #15	320,000.00	
TMHS Study 5/08 #2	480,000.00	
DPW Building 5/09 #15	100,000.00	
Ames Hill Tank 5/09 #18	250,000.00	
Water River Rd 5/06 #16	300,000.00	
TMHS Construction 3/10 #1	24,800,000.00	
Water Mains 5 7 12 #17	700,000.00	
Water Lines #10 5/14 11/18/14	1,400,000.00	
Refi "04 & 05" Water 11/18/14	1,505,000.00	
Refi "04 & 05" Sewer 11/18/14	5,240,000.00	
TMHS 3-1-10 11-18/14	3,000,000.00	
Town Hall (CPA Hist) 11-18/14	4,600,000.00	
Sch Tank/Asbestos STM 10/97 #5	20,000.00	
Total Maturing Debt		<u>131,041,898.08</u>
Loans Authorized/Unissued		
Ames Hill Tank 5/18 #18	25,000.00	
Annex solar Panel 10/09 #8	85,000.00	
TMHS Construction 3/10 #1	10,766,582.00	
Road Drainage Improvements 5/10 #2	3,000,000.00	
Town Hall STM 10/10 #3		
WTP 5/15 Art #21	13,100,000.00	
Total Loans Unissued		<u>26,976,582.00</u>

	<u>DEBT ACTIVITY</u>	
	<u>Principal</u>	<u>Interest</u>
Senior Center	215,000.00	108,775.00
DPW Building	20,000.00	3,300.00
Police Station		
Library	155,000.00	11,925.00
Roof Repair 2012 BAN	10,000.00	1,600.00
Fire Station 2012 BAN	73,335.00	7,909.40
Ryan School	125,000.00	17,031.25
Ryan School 2012	985.00	91.80
Ryan School 2012	103,050.00	14,974.60
Ryan School 2012	178,985.00	26,008.50
Wynn School		
School Furn/Compt		
Center School Tank	10,000.00	750.00
Main St Sewer		
Phase 4 Town	145,000.00	9,334.47
Phase 5 Town	20,000.00	1,200.00
Seneca/Navillus	7,000.00	9,623.50
MWPAT Sewer	277,151.92	8,224.77
Green Meadow		
Sewer Pump Station	20,000.00	12,250.00
Master sewer	8,777,075.00	3,409,696.87
Sewer Pumps	140,000.00	45,625.00
Sewerage BAN 2012	65,000.00	5,200.00
Water Meter (River Rd)	55,000.00	12,650.00
Water Meters	50,000.00	12,500.00
Sewer One 2012	18,135.00	1,977.80
Sewer Two 2012	3,040.00	331.20
Sewer Green 2012	18,440.00	2,679.60
Town Hall Annex	8,190.00	762.90
Truck/Bay Windows		

Town Hall Annex	15,000.00	2,043.75
Bldg Remodel 2012	12,425.00	1,345.50
Sidewalks	20,000.00	800.00
Sidewalks		
Building Roofs		
DPW Tank	10,000.00	750.00
WTP Sludge		12,650.00
Water Mains ATM 5/96	30,000.00	2,556.25
WTP EXP Residuals 3	115,000.00	15,056.25
Water Mains STM 10/98	15,000.00	1,587.50
Water Exp Residuals 3	1,014,000.00	41,492.25
Water - Anthony Rd	149,000.00	6,106.00
Water - Roger St		
Water - System Ph 7	525,000.00	21,258.75
Water - Brentwood/Kendall	90,000.00	7,257.73
Water - Water System ph 6	117,000.00	4,803.00
Water - Ph8	48,000.00	18,337.50
Water - Tank	15,000.00	7,818.75
Water - System improvement atm 5/07	10,000.00	5,150.00
Water - Fire Hydrants #1	15,000.00	1,275.00
Water - Storage	25,000.00	9,406.25
Water - Fire Hydrant #4		
Water - Water Meters #4	90,000.00	9,450.00
Water - Water Meters #5	90,000.00	12,150.00
Water - Fire Hydrants #2	12,000.00	9,623.50
Water - Ames Hill Tank	50,000.00	8,250.00
Water - Water Mains 2012	100,000.00	16,000.00
Water Ref 2012 BAN	43,890.00	4,741.40
Water Ref 2012 BAN	15,185.00	2,206.80
Water Ref 2012 BAN	4,340.00	630.50
Water - MWPAT	340,311.00	96,638.79
Water - Water Meters #2		

Water - Fire Hydrant #3	12,000.00	1,800.00
Water - Shawsheen St Water Main	6,000.00	900.00
Water - Water System Improvement	70,000.00	10,850.00
Water - Fire Hydrants #3		
Water - System improvement atm 5/05	45,000.00	6,750.00
Water - Water Meters #1	55,000.00	7,287.56
Water - Water Interconnection	7,000.00	1,050.00
Tewksbury High School	1,550,000.00	949,375.00
Tewksbury High School	40,000.00	18,675.00
Landfill	10,000.00	1,500.00
Tewksbury High School		27,912.50
Town Hall (CPA)		42,799.17
Refi 04 & 05 11-18-14		6,202.73
Refi 04 & 05 11-18-14		33,191.41
Water Lines		15,690.21
	15,261,537.92	5,167,790.71

Revenue Report

REVENUE

Taxes/Interest/Penalties:

Personal Property	4,531,314.15	
Real Estate	65,791,798.98	
Supplemental Taxes	129,083.95	
Deferred Taxes Redeemed		
Tax Liens Redeemed	569,991.22	
Foreclosure Vacated		
Tax Possession Sold		
Gain on Sale of Town Land		
Motor Vehicle Excise	4,310,321.12	
Boat Excise	2,534.93	
Penalties/Interest/Legal:		
Tax Titles	180,845.82	
Def Tax		
Real/Pers/MVX/Boat	152,586.30	
Payments in Lieu of Taxes	8,034.69	
Assessor 38D		
Proforma Taxes		75,676,511.16

Charges/Fees:

Ambulance Charges	1,273,075.12	
Municipal Lien Certificates	38,950.00	
Collector Demands	123,397.68	
RMV Releases	29,060.00	
Trailer Park Fees	22,176.00	
Constable Fees	80.00	
Sundry Rentals		
Tower Rentals	387,194.85	
Miscellaneous	23,455.11	
Premium on Bond Sales	378,099.30	2,275,488.06

From the Commonwealth:

Abatements:

Surviving Spouses/Veterans/Blind Schools:	99,570.00	
Chap. 70 Aid Transportation	12,727,415.00	
Charter Schools	70,522.00	
Police Incentive		
Veterans Benefits	246,846.00	
MEMA Reimbursement		
Lottery	2,476,625.00	
State Election Reimbursement	7,653.00	
State-Owned Land	184,578.00	
Medicaid Reimbursement	69,243.14	
Municipal Relief Act		15,882,452.14

Other Revenue Sources:

Hotel Tax	1,014,018.87	
FEMA Federal Reimbursement		
Investment Earnings	36,505.01	
Meals Tax	526,124.21	
Medicare D Reimbursement	385,974.47	
DPW Damage Recovery		
NESWC Refunds		
Sale of Fixed Assets		
Misc Reimbursements	1,650.00	
Transfers from Special Funds		
Transfers from Trust Funds		
Transfers from Treasurer Revenue	115,773.42	2,080,045.98

Departmental Fees:

Manager/Selectmen	378.25	
Cable Franchise	459,455.38	
Assessors	4,197.50	
Treasurer/Collector	20,885.36	
Clerk	42,647.58	
Conservation		
Planning	17,978.44	
Appeals	3,350.00	
Police		

	5,662.13	
Towing Fees	5,200.00	
Special Detail Adm.- Police	66,983.87	
" " " - Fire	1,131.57	
Fire Inspections	10,170.00	
Fire	2,011.00	
Building	33,122.00	
Wiring	60,368.00	
Plumbing	49,095.00	
Weights/Measures	10,925.99	
Trash Carts	757.50	
CRT Collections		
Hazardous Waste		
Health Miscellaneous	1,187.39	
Dog Fees		
DPW		795,506.96
Licenses/Permits:		
Alcoholic Beverages	84,350.00	
Selectmen	11,525.00	
Police	7,512.50	
Fire	14,475.00	
Building	458,115.10	
Public Works		
Street & Sidewalk Openings	12,500.00	
Trench Safety	6,330.00	
Physical Alteration	9,100.00	
Health	55,681.00	659,588.60
Fines:		
State/Local Courts	46,731.34	
False Alarms		
In Lieu of Fines	333.64	
Library	18,210.70	
Parking	15,098.20	

Marijuana	600.00	
Weights & Measures		
Zoning	350.00	81,323.88
Total General Fund Revenue		97,450,916.78

FY2015 Appropriation Recap

	APPROPRIATED	EXPENDED	BALANCE
MODERATOR			
Salary	450.00	450.00	-
Operating	75.00		75.00
SELECTMEN			
Salaries	26,567.00	26,366.70	200.30
Operating	121,530.00	120,427.49	1,102.51
MANAGER			
Salaries	274,142.28	273,829.00	313.28
Operating	4,537.84	4,180.21	357.63
FINANCE COMMITTEE			
Salaries	2,515.00	2,213.61	301.39
Operating	679.00	333.00	346.00
Reserve Fund	2,541.98		2,541.98
ACCOUNTING			
Salaries	196,039.75	195,634.20	405.55
Operating	161,551.26	160,462.23	1,089.03
Outlay			-
COMPUTER SERVICES			
Salaries	83,190.18	83,190.18	-
Operating	82,082.84	74,226.70	7,856.14
Outlay	8,000.00	8,000.00	-
ASSESSORS			
Salaries	199,612.00	198,875.40	736.60
Operating	75,348.66	72,110.17	3,238.49
Outlay			-
TREASURER/COLLECTOR			
Salaries			

	292,063.00	290,066.88	1,996.12
Operating	138,080.32	122,595.73	15,484.59
TOWN COUNSEL	152,963.41	150,664.64	2,298.77
PERSONNEL REVIEW BOARD			-
ADMIN. SERVICES			
Salaries	58,749.00	58,747.37	1.63
Operating	21,759.00	21,491.27	267.73
CLERK			
Salaries	201,128.00	200,260.92	867.08
Operating	14,755.00	14,387.23	367.77
Outlay			-
ELECTIONS			
Salaries	14,700.00	14,700.00	-
Operating	6,150.00	5,985.48	164.52
REGISTRARS			
Salaries	2,850.00	2,850.00	-
Operating	700.00	512.55	187.45
PLANNING			
Salaries	236,750.19	236,690.04	60.15
Operating	28,314.68	28,197.96	116.72
Outlay			-
CABLE TV			
Salaries			-
Operating	969.00	338.67	630.33
TOWN HALL			
Salaries	43,731.00	43,258.46	472.54
Operating	51,401.93	40,687.61	10,714.32
AUXILIARY BLDG. UTILITIES	38,255.79	27,329.08	10,926.71

POLICE

Salaries	5,648,444.34	5,538,756.81	109,687.53
Operating	448,194.52	445,165.87	3,028.65
Outlay	172,849.00	172,849.00	-

FIRE

Salaries	4,567,683.66	4,567,683.66	-
Operating	292,638.27	282,354.26	10,284.01
Outlay			-

BUILDING

Salaries	243,833.00	242,306.26	1,526.74
Operating	5,874.01	5,843.04	30.97
Outlay			-

EMERGENCY MANAGEMENT

Salaries			-
Operating	20,297.74	20,133.61	164.13
Outlay			-

PARKING CLERK

Salaries	4,000.00	4,000.00	-
Operating	1,450.00	1,433.72	16.28

SCHOOLS

Salaries	27,397,755.00	27,383,569.23	14,185.77
Operating	24,237,830.26	23,974,054.47	263,775.79
Outlay	20,000.00		20,000.00

**REGIONAL VOCATIONAL
SCH.**

6,007,292.00	6,006,759.26	532.74
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DPW ADMINISTRATION

Salaries	175,953.00	174,918.15	1,034.85
Operating	77,413.74	69,961.58	7,452.16
Outlay			-

DPW ENGINEERING

Salaries	94,219.00	87,874.59	6,344.41
Operating	4,650.12	3,883.21	766.91

DPW HIGHWAY

Salaries	523,581.00	487,731.62	35,849.38
Operating	213,336.42	207,409.00	5,927.42
Outlay			-

DPW FORESTRY

Operating	101,863.12	100,251.41	1,611.71
Outlay			-

DPW FLEET

Salaries	169,525.00	167,978.62	1,546.38
Operating	367,428.34	356,091.34	11,337.00
Outlay			-

DPW ELECTRIC

Operating			-
Outlay			-

SNOW / ICE

Salaries	95,000.00	144,802.60	(49,802.60)
Operating	761,000.00	1,070,656.89	(309,656.89)

STREET LIGHTING

177,521.39	177,521.39	-
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CEMETERY

3,000.00	3,000.00	-
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RUBBISH

Rubbish Collection	1,334,645.00	1,332,704.00	1,941.00
Rubbish Disposal	675,149.56	675,149.56	-
Condo Trash Collection			-
Legal Services	11,895.50	11,885.00	10.50
Sutton Brk Remediation	347,749.00	347,345.00	404.00
Recycling Programs	1,300.00	1,280.00	20.00

Rubbish Stabilization			-
HEALTH			
Salaries	214,035.00	211,619.30	2,415.70
Operating	12,910.80	12,335.18	575.62
ELDERLY			
Salaries	153,316.29	153,316.29	-
Operating	77,385.58	77,150.27	235.31
Outlay			-
VETERANS SERVICES			
Salaries	50,602.00	43,965.37	6,636.63
Aid/Operating	373,682.64	370,733.67	2,948.97
EXCEPTIONAL CHILDREN			
Salaries			-
Operating			-
COMMUNITY EVENT	11,000.00	10,890.47	109.53
LIBRARY			
Salaries	697,272.33	693,991.09	3,281.24
Operating	269,779.80	269,703.49	76.31
RECREATION			
Salaries	95,590.00	94,120.36	1,469.64
Operating	40,083.87	40,083.87	-
Outlay			-
DEBT/INTEREST			
Principal	2,823,620.00	2,823,620.00	-
Interest/Debt	1,907,280.60	1,907,280.60	-
Interest/Temp. Loans	1,000.00	25,722.90	(24,722.90)
EMPLOYEE BENEFITS			
Retirement	4,840,018.00	4,840,018.00	-
Teachers E.R.I.			-

Occup.Injury Reserve	125,000.00	125,000.00	-
Unemployment Comp.	15,200.00	15,200.00	-
Group Insurance	4,410,809.00	4,331,760.99	79,048.01
Medicare	179,484.00	179,484.00	-
FIRE /LIABILITY INSURANCE	328,115.00	326,776.14	1,338.86
STATE & COUNTY ASSESSMENT			
Operating	1,721,071.00	1,377,672.00	343,399.00
	95,092,811.01	94,474,859.92	617,951.09

Sewer Enterprise Fund Balance Sheet

SEWER ENTERPRISE FUND BALANCE SHEET

June 30, 2015

ASSETS

Cash		6,567,865.42
Def Tax Sewer Connect		6,480.00
Def Tax Sewer Lien		911.22
Sewer Connections		
FY11	1,200.00	
FY12	-	
FY13	-	
FY14	-	
FY15		1,200.00
Sewer Rates		
FY11	-	
FY12	-	
FY13	-	
FY14	649.35	
FY15	645,058.63	645,707.98
Sewer Liens		
FY13	-	
FY14	(6,107.25)	
FY15	34,431.72	28,324.47
Sewer Connection Liens		
FY14	-	
FY15	3,963.64	3,963.64
TOTAL ASSETS		7,254,452.73

LIABILITIES/RESERVES

Warrants Payable		-
Accrued Payroll		-
Bans Payable		-
Special Detail Payable		-
Deferred Revenues		
Sewer Connection	7,680.00	
Sewer Connection Lien	3,963.64	
Sewer Lien	29,235.69	
Sewer rate	645,707.98	686,587.31
TOTAL LIABILITIES		686,587.31
FUND BALANCES:		
Encumbrance Reserve	385,942.36	
Reserved Expenditures		

Reserve for Future Debt	11,640.98	
Unreserved/Undesignated	6,170,282.08	
TOTAL FUND BALANCES		6,567,865.42
Total Liabilities/Fund Balances		7,254,452.73

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Sewer Enterprise Fund Revenue Report

REVENUE

Sewer Enterprise Fund

Bond Premiums	1,489.16
Interest	29,764.05
Demand Fees	22,658.03
Connection Fees	346,555.04
Sewer Rates	5,827,506.63
Sewer Liens	415,800.51
Drainlayer Renewal Fees	4,800.00
Application Fee	9,340.00
Miscellaneous Revenue	
State Aid	
Investment Earnings	166.98
Transfer From G/F	263,794.00

Total Sewer Enterprise Fund Revenue

6,921,874.40

FY2015 Sewer Operating Recap

	APPROPRIATED	EXPENDED	BALANCE
SELECTMEN			
Salaries	-	-	-
Operating	-	-	-
MANAGER			
Salaries	7,699.00	7,699.00	-
Operating			-
RESERVE FUND			
	60,000.00		60,000.00
ACCOUNTING			
Salaries	5,246.00	5,246.00	-
Operating	4,345.00	4,345.00	-
COMPUTER SERVICES			
Salaries	1,275.00	1,275.00	-
Operating			-
Outlay			-
ASSESSORS			
Salaries			-
Operating			-
TREASURER/COLLECTOR			
Salaries	22,504.00	22,504.00	-
Operating	16,151.00	16,151.00	-
TOWN COUNSEL			-
ADMIN. SERVICES			
Salaries	858.00	858.00	-
Operating	201.00	201.00	-
CLERK			

Salaries				-
Operating				-
Outlay				-
PLANNING				
Salaries				-
Operating				-
Outlay				-
TOWN HALL				
Salaries				-
Operating				-
AUXILIARY BLDG. UTILITIES				
				-
BUILDING				
Salaries	3,789.00	3,789.00		-
Operating				-
DPW				
Salaries	162,308.00	154,986.00	7,322.00	
Operating	129,242.00	69,242.00	60,000.00	
Outlay				-
DPW SEWER				
Salaries	315,239.00	262,617.28	52,621.72	
Operating	1,737,593.46	1,645,505.46	92,088.00	
Outlay				-
HEALTH				
Salaries				-
Operating				-
DEBT/INTEREST				
Principal	1,240,925.00	1,240,925.20	(0.20)	
Interest/Debt	1,775,393.00	1,828,697.50	(53,304.50)	
Interest/Temp. Loans				

			-
TRANSFER OUT	120,000.00	120,000.00	-
EMPLOYEE BENEFITS			
Retirement	111,894.00	111,894.00	-
Group Insurance	80,289.00	80,289.00	-
Medicare	4,070.00	4,070.00	-
	5,799,021.46	5,580,294.44	218,727.02

	EXPENDED	
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Construction		
Generator	-	-
Sewer Pumps		
Overtime	-	
Repairs and Maintenance	-	
Engineering Services	-	
Easements	-	
Other Expenses	-	
Construction	-	-
Articles		
FY13 Pump Station Upgrades		
FY13 Inflow & Infiltration	12,965.01	
FY13 Sewer Prior Yr Inv (Lowell Sewer)	-	
		12,965.01
Total Capital Expenditures		12,965.01

Water Enterprise Fund Balance Sheet

WATER ENTERPRISE FUND BALANCE SHEET

June 30, 2015

ASSETS

Cash		3,785,519.18
Def Tax Water Lien	5,991.65	
Cross Connection	-	
Refuse Access	-	5,991.65
Water Connections	-	-
Water Rates		
FY11	-	
FY12	-	
FY13	-	
FY14	863.37	
FY15	766,718.35	767,581.72
Water Liens		
FY11	-	
FY12	-	
FY13	-	
FY14	(6,613.88)	
FY15	68,880.00	62,266.12
Commercial Water Meters		360.00
TOTAL ASSETS		4,621,718.67

Warrants Payable	-
Accrued Payroll	-
Due From State	-

Deferred Revenues		
Connections	-	
Rec/Tax Liens	5,991.65	
Rates	767,581.72	
Refuse Access	-	
Liens	62,266.12	
Meter Replacement	360.00	836,199.49
TOTAL LIABILITIES		836,199.49

FUND BALANCES:	
Encumbrance Reserve	190,988.13
Reserve for Expenditures	174,916.18
Unreserved/Undesignated	3,419,614.87

TOTAL FUND BALANCES	3,785,519.18
Total Liabilities/Fund Balances	4,621,718.67
	-

Water Enterprise Fund Revenue Report

REVENUE

Water Enterprise Fund

Bond Premiums	174,916.18
Interest	37,477.85
Demand Fees	22,658.24
Cross Conn Servey	70.01
Misc Water Service	750.00
Connection Fees	61,205.80
Water Rates	6,444,108.71
Water Liens	701,807.15
Application Fee	6,190.00
Water Meters	26,307.50
Water Cost Recovery	
Misc Revenue	4,680.32
Investment Earnings	-
Transfer From G/F	-
Nat'l Grid Utility Incentives	5,700.00

Total Water Enterprise Fund Revenue

7,485,871.76

FY2015 Water Operating Recap

	APPROPRIATED	EXPENDED	BALANCE
WATER ENTERPRISE			
Transfer Out	400,000.00	400,000.00	-
SELECTMEN			
Salaries			-
Operating			-
MANAGER			
Salaries	7,699.00	7,699.00	-
Operating			-
RESERVE FUND	25,000.00		25,000.00
ACCOUNTING			
Salaries	5,246.00	5,246.00	-
Operating	4,345.00	4,345.00	-
COMPUTER SERVICES			
Salaries	1,286.00	1,275.00	11.00
Operating			-
Outlay			-
ASSESSORS			
Salaries			-
Operating			-
TREASURER/COLLECTOR			
Salaries	22,504.00	22,504.00	-
Operating	16,151.00	16,151.00	-
TOWN COUNSEL			-
ADMIN. SERVICES			
Salaries	859.00	858.00	1.00

Operating	201.00	201.00	-
CLERK			
Salaries			-
Operating			-
Outlay			-
PLANNING			
Salaries			-
Operating			-
TOWN HALL			
Salaries			-
Operating			-
AUXILIARY BLDG. UTILITIES			-
FIRE			
Salaries			-
BUILDING			
Salaries	1,624.00	1,624.00	-
Operating			-
DPW			
Salaries	155,514.00	155,514.00	-
Operating	69,862.00	69,862.00	-
Outlay			-
WATER DISTRIBUTION			
Salaries	575,610.00	496,689.86	78,920.14
Operating	252,562.09	232,977.88	19,584.21
Outlay			-
WATER TREATMENT			
Salaries	811,138.00	804,493.93	6,644.07
Operating	1,304,913.34	1,189,795.29	115,118.05
Outlay			-

HEALTH

Salaries			-
Operating			-

DEBT/INTEREST

Principal	2,169,226.00	1,615,226.00	554,000.00
Interest/Debt	422,070.00	390,012.70	32,057.30
Interest/Temp. Loans			-

WATER OPERATING

Transfer In/Out			-
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EMPLOYEE BENEFITS

Retirement	330,375.00	330,375.00	-
Group Insurance	247,265.00	247,265.00	-
Medicare	10,246.00	10,246.00	-
	6,833,696.43	6,002,360.66	831,335.77

FY2015 Water Capital Expenditures

	EXPENDED	
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Inst Replace Water Lines #17

East St Plc Water Lines

Replace Various Water Lines

-

Water Ent Articles

FY14 Water Tank Upgrade	4,900.00	
FY14 Crest & Main Prof Svcs	85,104.07	
FY14 Variable Freq Drives	40,961.00	
FY14 Dist Sys Improve Art 5/13 #12B	2,392.50	
FY14 WTP upgrade	684,428.04	817,785.61
FY15 Dist Sys Improve Art #9		
Detail	22,845.00	
Construction-Other	63,768.75	
Construction	228,181.39	
Engineering	31,754.54	346,549.68
FY15 Art #9 Water Tank Mixer		16,000.00
Fire Hydrants		
ATM 5/12 #14	1,031.95	
ATM 5/13 #12A	81,908.81	
FY15 Art #9	4,896.46	87,837.22
Total Water Capital Expenditures		1,268,172.51

Board of Assessors

Joanne Foley, MAA Chairman
Barbara A. Flanagan
Susan Moore

Phone: (978) 640-4330
Fax: (978) 851-4849
assessor@tewksbury-ma.gov

	FY-2015	FY-2016
Total Taxable Value of Real Property	\$3,716,320,970	\$3,921,032,200
Total Taxable Value of Personal Property	\$163,305,340	\$176,584,070
Total Taxable Value of Real and Personal Property	\$3,879,626,310	\$4,097,616,270
Total Value of Exempt Property	\$244,383,000	\$245,160,000

Tax Rates per \$1,000	Residential/Open Space	\$16.37	\$16.35
	Commercial/Industrial/Personal	\$27.62	\$27.46
	Motor Vehicle Excise	\$25.00	\$25.00

Total amount to be raised	\$119,657,931.13	\$119,676,125.51
Total estimated receipts and other revenue sources	\$48,213,678.64	\$44,658,290.00
Total real and personal tax levy	\$71,444,252.49	\$75,017,835.51
Overlay	\$ 865,818.12	\$ 1,139,073.11

The Assessors' Department operates under the authority of the Department of Revenue. It has a full time Chief Assessor, an office staff and a board that includes the Chief Assessor and two appointed members that serve on a part-time basis. The Board of Assessors is responsible for administering Massachusetts property tax laws equitably by estimating the fair market value of all real and personal property in Tewksbury. The office is responsible for adhering to strict certification requirements of the Department of Revenue. To meet these requirements, the assessors are obligated to revalue all properties yearly and, once every three years, undergo a state recertification audit.

Address: Town Hall Annex - 11 Town Hall Avenue - Tewksbury, MA 01876

Hours: Monday - Friday 7:30 a.m. to 4:30 p.m.

Treasurer's Cash

TREASURER'S CASH

CASH ON HAND JUNE 30, 2014	\$ 43,693,840.10
RECEIPTS TO JUNE 30, 2015	\$139,821,937.23
	\$183,515,777.33
PAID ON WARRANTS TO JUNE 30, 2015.....	(\$134,353,076.57)
BALANCE JUNE 30, 2015.....	\$49,162,700.76

DETAIL OF DEBT OUTSIDE OF THE DEBT LIMIT

WATER PROJECT-GENERAL LAWS, CHAPTER 44	\$10,599,304.00
SEWER PROJECT-GENERAL LAWS, CHAPTER 44	\$77,273,708.71
	\$87,873,012.71

STATEMENT OF TOWN DEBT FISCAL YEAR BASIS

2015	6,902,791.20
2016	8,634,043.63
2017	8,980,628.77
2018	8,901,356.00
2019	9,023,656.00
2020	9,041,102.00
2021	9,133,701.00
2022	9,181,453.00
2023	9,114,361.00
2024	9,367,429.00
2025	9,470,660.00
2026	9,229,056.00
2027	9,347,623.00
2028	7,005,000.00
2029	5,215,000.00
2030	3,870,000.00
2031	2,360,000.00
2032	755,000.00
2033	755,000.00
2034	755,000.00
2035	755,000.00

TOTAL: 137,797,860.60

STATEMENT OF INTEREST FISCAL YEAR BASIS

2015	5,055,121.76
2016	5,179,392.19
2017	4,865,428.72
2018	4,548,993.16
2019	4,194,623.07
2020	3,823,250.35
2021	3,433,852.41
2022	3,068,482.12
2023	2,708,167.77
2024	2,352,228.08
2025	1,981,676.94
2026	1,617,251.27
2027	1,251,507.48
2028	879,031.25
2029	579,312.50
2030	362,775.00
2031	209,875.00
2032	116,900.00
2033	88,150.00
2034	58,925.00
2035	29,700.00

TOTAL: 46,404,644.07

CASH AND SECURITIES IN CUSTODY OF TOWN TREASURER AS OF JUNE 2015

AFFORDABLE HOUSING	\$ 3,264,477.92
ARTS LOTTERY	\$ 8,118.78
COMMUNITY PRESERVATION ACT	\$ 8,094,285.91
CEMETERY PERPETUAL CARE FUND	\$ 24,431.56
CONSERVATION FUND	\$ 86,088.25
EDUCATION FUND	\$ 2,139.75
FAIRGRIEVE FUND	\$ 166,042.69
FOSTER SCHOOL FUND	\$ 26,266.00
LIBRARY ENDOWMENT FUND	\$ 28,300.93
LIBRARY GIFT FUND	\$ 8,070.55
MAHONEY FUND	\$ 1,605.30
PEIRCE FUND	\$ 1,734.14
PLANNING FUND	\$ 9,974.64
SCHOLARSHIP FUND	\$ 820.16
ST CLARE FUND	\$ 40,038.04
STABILIZATION FUND	\$ 1,825,660.83
TAXATION FUND	\$ 9,032.14
VICOR FUND	\$ 6,842.56
TOTAL TRUST FUNDS	\$13,603,930.15

Tax Collector

PROPERTY TAX LEVIES AND COLLECTIONS

FISCAL YEAR 2015

REAL ESTATE

	<u>F/Y 2015</u>	<u>F/Y 2014</u>	<u>F/Y 2013</u>
Commitments	\$67,696,859.52	-	-
O/S 07/01/14	-	\$ 566,639.84	(\$ 688.58)
Collections	(\$66,484,384.51)	(\$ 480,111.27)	(\$ -)
Abatements	(\$ 9,748.11)	(\$ -)	-
Refunds	\$ 79,694.61	\$ 244,858.39	\$119,865.68
Added To Tax Title	(\$ 213,090.92)	(\$ 90,480.41)	(\$ -)
Deferred Taxes	(\$ 30,090.79)	-	-
Tax Possession	(\$ 34,997.80)	-	-
Misc Adjustments	(\$ 208,312.08)	(\$ 240,906.55)	(\$119,177.10)
BALANCE 06/30/15	\$ 795,929.92	\$ 0.00	\$ 0.00

WATER & SEWER

SEWER CONN LIENS

	<u>F/Y 2015</u>	<u>F/Y 2014</u>	<u>F/Y 2013</u>
Commitments	\$13,642,954.67	-	-
O/S 07/01/14	-	\$1,979,931.04	\$ 3,990.35
Collections	(\$12,996,829.70)	(\$ 686,831.97)	(\$ 3,097.30)
Abatements	(\$ 549,644.10)	(\$ 107,900.24)	(\$ -)
Refunds	\$ 219,911.82	\$ 20,409.87	\$ 6.67
Liened to Real Estate	\$ 1,339,299.86	(\$1,268,523.03)	(\$ 1,088.93)
Deferred	(\$ -)	-	-
Misc Adjustments	(\$ 136,640.21)	\$ 51,705.92	\$ 189.21
BALANCE 06/30/15	(\$ 1,519,052.34)	(\$ 11,208.41)	\$ 0.00

PERSONAL PROPERTY

	<u>F/Y 2015</u>	<u>F/Y 2014</u>	<u>F/Y 2013</u>
Commitments	\$ 4,580,206.09	\$ -	-
O/S 07/01/14	\$ -	\$ 49,088.81	\$ 16,035.96
Collections	(\$ 4,489,970.73)	(\$ 38,303.26)	(\$ 8,785.13)
Abatements	(\$ 69,712.51)	-	-
Refunds	\$ 25,977.84	\$ 447.60	\$ -
Misc Adjustments	(\$ 2,280.12)	(\$ 1,038.05)	\$ 32.17
BALANCE 06/30/15	\$ 44,220.57	\$ 10,195.10	\$ 7,283.00

**MOTOR VEHICLE
EXCISE**

	<u>F/Y 2015</u>	<u>F/Y 2014</u>	<u>F/Y 2013</u>
Commitments	\$ 4,074,761.84	-	\$ -
Add'l Commitments	-	\$ 467,697.89	\$ 583.75
O/S 07/01/14	-	\$ 211,355.50	\$ 57,508.01
Collections	(\$ 3,727,489.45)	(\$ 614,236.26)	(\$ 29,165.10)
Abatements	(\$ 143.75)	-	-
Refunds	\$ 21,399.11	\$ 52,781.17	\$ 1,327.78
Misc Adjustments	(\$ 74,009.32)	(\$ 53,593.70)	(\$ 1,035.27)
BALANCE 06/30/15	\$ 294,518.43	\$ 64,004.60	\$ 29,219.17

BOAT EXCISE

	<u>F/Y 2015</u>	<u>F/Y 2014</u>	<u>F/Y 2013</u>
Commitments	\$ 4,711.00	\$ 4,342.00	\$ -
O/S 07/01/14	-	-	\$ 1,439.00
Collections	(\$ 2,641.87)	(\$ 2,364.96)	(\$ 49.99)
Abatements	-	-	(\$ -)
Refunds	\$ 25.00	-	-
Misc Adjustments	(\$ 180.08)	(\$ 228.01)	(\$ -)
BALANCE 06/30/15 \$	\$ 1,914.05	(\$ 1,749.03	\$ 1,389.01

Employee Earnings

Town Employee Earnings

	Last Name	First Name	MI	BASE	OVERTIME	DETAIL	TOTAL
<u>MODERATOR</u>							
	RAUSEO	KEITH	E	112.50			112.50
	SELISSEN	JEROME	E	337.50			337.50
<u>BOARD OF SELECTMEN</u>							
	GAY	DAVID	H	4,500.00			4,500.00
	JOHNSON	TODD	R	5,400.00			5,400.00
	KRATMAN	MARK	S	750.00			750.00
	PANILAITIS	BRUCE		4,500.00			4,500.00
	WENTWORTH	JAMES	D	4,500.00			4,500.00
	WILSON	SCOTT	D	3,750.00			3,750.00
<u>TOWN MANAGER</u>							
	CHAMBERS	HELEN	M	77,629.48			77,629.48
	MARCHANT	ANNETTE	M	2,966.70			2,966.70
	MONTUORI	RICHARD	A	164,377.53			164,377.53
	TAMBOLI	JEANINE	M	53,466.61			53,466.61
<u>FINANCE COMMITTEE</u>							
	JOHNSON	MELISSA	A	583.21			583.21
<u>AUDITOR OFFICE</u>							
	ALFANO	PAMELA	J	63,535.70			63,535.70
	BREKALIS	KAREN	E	10,396.67			10,396.67
	BREKALIS	KIMBERLY	M	3,814.12			3,814.12
	KUCALA	KAREN	S	107,820.74			107,820.74
	SCHOFIELD	CHERYL	A	19,837.54			19,837.54
<u>COMPUTER SERVICES</u>							
	BENT	JAMES	W	85,405.24			85,405.24

ASSESSORS OFFICE							
	DULONG	LINDA	A	43,469.24			43,469.24
	WALSH	JENNIFER	E	23,009.02			23,009.02
	TRAUB	LINDA	M	17,295.36			17,295.36
	ROBINSON	CHRISTINE		50,615.49			50,615.49
	FLANAGAN	BARBARA	A	1,462.22			1,462.22
	FOLEY	JOANNE	P	70,267.53	20.00		70,287.53
	MOORE	SUSAN	E	1,272.96			1,272.96
TREASURER/COLLECTOR							
	BLAKENEY JR	WILLIAM	L	68,984.88	3,396.43		72,381.31
	EWING	LUCILLE	M	54,204.29	466.20		54,670.49
	GATH	DEBRA		54,462.53			54,462.53
	GILBERT	SUSAN	D	43,609.17			43,609.17
	MAZZAPICA	MARY	M	32,644.84			32,644.84
	METIVIER	JANICE	A	68,106.21			68,106.21
	ODAMS	KELLY	L	80,275.77			80,275.77
SENIOR WORK PROGRAM							
	AUGUSTUS	IRENE	A	326.50			326.50
	BAGNULO	NORA	L	999.99			999.99
	BANGS	JUDY	A	1,000.00			1,000.00
	BARLETTA	DAVID	C	999.99			999.99
	BARNES	MARYANN	M	1,000.00			1,000.00
	BAROCHIA	AMITA	G	1,000.01			1,000.01
	CABRAL	CHRISTINA	E	1,000.04			1,000.04
	COLMAN	JUDITH	A	964.00			964.00
	CUSHING	SUZANNE	S	272.00			272.00
	DALTON	AGNES	A	1,021.00			1,021.00
	DELGADO	MARIE	L	999.99			999.99
	DOUCETTE	PATRICIA	A	1,000.00			1,000.00
	DRISCOLL	BARBARA	A	999.98			999.98
	ELIAS	MICHAEL	C	850.50			850.50
	FERRY	CAROL	K	666.75			666.75
	FRIEDMAN	CAROLE	L	1,000.01			1,000.01
	GILL	BARBARA	V	1,000.02			1,000.02
	GONZALEZ	GLORIA	E	648.00			648.00
	HALEY	LINDA	J	1,025.98			1,025.98
	HOOD	JUDITH	R	999.97			999.97
	HULL	MAUREEN	J	958.00			958.00
	HURLEY	MARGUERITE	L	1,000.00			1,000.00

	MAC NEIL	CLARE	C	816.96			816.96
	MAGUIRE	JANET	A	999.99			999.99
	MAHER	KATHERINE	M	1,000.00			1,000.00
	MALLET	MARILYN	J	1,000.00			1,000.00
	MORAN MURPHY	MARY	A	976.00			976.00
	MORRISSEY	DENISE	M	999.97			999.97
	NASTASI	MURIEL	E	624.50			624.50
	PASQUERELLA	EILEEN	B	1,000.02			1,000.02
	RISHER	QUENTIN	R	999.00			999.00
	RITCHIE	ROBERT	W	985.50			985.50
	ROGERS	KAREN	L	1,000.00			1,000.00
	TREMLET	JOAN	M	488.00			488.00
	WHITE	LEONA	M	999.99			999.99
	WINTER	PATRICIA	A	952.02			952.02
	WOTJKIEWICZ	MAUREEN	T	859.50			859.50
<u>ADMINISTRATIVE SERVICES</u>							
	BELANGER	TERESA	L	56,982.76			56,982.76
	STONE	DEBORAH	S	3,232.32			3,232.32
<u>TOWN CLERK</u>							
	CICERO	CHRISTINE	M	40,728.40	551.63		41,280.03
	GRAFFEO	DENISE		77,897.56			77,897.56
	MAZZA	JAMES	J	360.00			360.00
	SULLIVAN	MICHELE	B	63,724.90	2,343.91		66,068.81
	WINTER	DEBORAH		22,091.31	436.54		22,527.85
<u>ELECTION WORKERS</u>							
	ANDERSON	CAROLYN	M	249.50			249.50
	ANDERSON	NANCY	L	311.25			311.25
	ARCAND	NOREEN		254.00			254.00
	AUGUSTUS	IRENE	A	64.00			64.00
	BAIRSTOW	LAURENCE	B	171.25			171.25
	BARBEAU	SANDRA	A	157.50			157.50
	BARLETTA	DAVID	C	585.00			585.00
	BEATTIE	ELEANOR	M	711.00			711.00
	BEATTIE	MARY		128.00			128.00
	BEEAN	LILLIAN	K	225.50			225.50
	BENNETT	ARATI	S	147.50			147.50
	BRADLEY	RUTH		369.50			369.50
	BRADLEY	TAMMIE	R	191.00			191.00
	BRADY	JEAN	E	377.50			377.50

	BRANCHAUD	KARLA		556.00			556.00
	BROTHERS	ARTHUR	T	256.00			256.00
	BROTHERS	KATHLEEN	M	444.00			444.00
	BULLEN	SUSAN	M	170.00			170.00
	CALLAHAN	ANNE	M	391.00			391.00
	CANNISTRARO	SANDRA	A	182.00			182.00
	CASAZZA	MARY	A	471.00			471.00
	CASEY	ELINOR	M	434.25			434.25
	COLMAN	JUDITH	A	705.00			705.00
	COVIELLO	ANNE	B	369.50			369.50
	COVIELLO	JOHN		714.00			714.00
	CRONIN	DOREEN	M	105.00			105.00
	DIBELLA	MARY	P	373.25			373.25
	DOHERTY	JAMIE	M	57.50			57.50
	DONOVAN	SHIRLEY	A	60.00			60.00
	DULOCK	MARIA	A	65.00			65.00
	FARINATO	FLEURETTE	M	209.00			209.00
	FIDLER	JOYCE	E	240.00			240.00
	FLANAGAN	BARBARA	A	92.00			92.00
	FOLEY	JOANNE	P	60.00			60.00
	FRONGILLO	KATHERINE	L	466.25			466.25
	GEARTY	LOUISE	A	255.50			255.50
	GOLEN	ALICE		437.00			437.00
	GROOM	BARBARA	J	377.25			377.25
	HAINES	DONNA	G	195.00			195.00
	HANSFORD	JOAN	P	369.50			369.50
	HARROP	ISAAC		180.00			180.00
	HARROP	JENNIFER	L	108.00			108.00
	HOLLOWAY	DANIELLE	M	137.50			137.50
	HOOD	JUDITH	R	93.00			93.00
	HURLEY	MARGUERITE	L	139.00			139.00
	IPPOLITO	JEANNETTE	C	120.00			120.00
	KEEFE	ELLEN	M	160.00			160.00
	KENNEY	ELEANOR	C	116.00			116.00
	KOBELSKI	CAROL	M	367.50			367.50
	KOCSMIERSKY	JENNIFER	A	116.00			116.00
	KUSHMERK	DIANE	L	119.25			119.25
	LERETTE	ROSLYN	D	135.00			135.00
	LIST	ERIC		72.00			72.00
	MAC INNIS	ROBERT	B	369.50			369.50
	MAHER	KATHERINE	M	606.50			606.50
	MCFADYEN	IRENE		109.00			109.00
	MCGRATH	DOROTHY	E	567.50			567.50
	MCKENNA	ROSE	M	253.50			253.50
	MCMAMARA	CHARLENE	M	557.50			557.50

	MEEHAN	MARY	J	44.00			44.00
	MEGENS	ANSJE		213.00			213.00
	MORAN MURPHY	MARY	A	176.00			176.00
	MORRISSEY	DENISE	M	311.25			311.25
	MURPHY	JANET	E	361.50			361.50
	NASTASI	MURIEL	E	100.00			100.00
	NICKERSON	DIANE	V	86.00			86.00
	NILES	MILDRED	A	102.00			102.00
	PANILAITIS	SUSAN	D	565.00			565.00
	PERROTTA	TERESA	M	717.00			717.00
	PILCHER	MARY		747.00			747.00
	POLI	LINDA	A	137.50			137.50
	QUAGLIA	P. JERRY		377.50			377.50
	RAVAGNI	ADELE	R	88.00			88.00
	REKKBIE	LINDA		458.25			458.25
	RYAN	LORETTA	A	717.00			717.00
	SANBORN	ELDA	P	168.00			168.00
	SARGENT	CHARLOTTE	M	375.50			375.50
	SHEEHAN	LINDA	D	104.00			104.00
	SHEEHAN	LOIS	A	393.00			393.00
	STANTON	HELEN	F	276.00			276.00
	SULLIVAN	SHANNON	M	557.50			557.50
	TEMPIA	JACQUELINE	R	365.25			365.25
	TOPPIN	JOANNE	R	56.25			56.25
	TREMLETT	JOAN	M	120.00			120.00
	VASSALLO	MARYANN		319.00			319.00
	WILLIAMS	JAMES	F	63.00			63.00
	YARBROUGH	JUDITH	A	375.50			375.50
<u>REGISTRARS</u>							
	CREAMER	EDWARD	D	500.00			500.00
	TEAGUE	FRANCIS	A	500.00			500.00
	TEAGUE	RUTH	A	500.00			500.00
<u>CONSERVATION COMMISSION</u>							
	DEACKOFF	STEPHEN	D	1,000.00			1,000.00
	IPPOLITO	ANTHONY	J	1,000.00			1,000.00
	LINDER	CAROLINA	V	1,000.00			1,000.00
	PARKER	JONATHAN	J	1,000.00			1,000.00
	SHEEHAN	DENNIS	J	1,000.00			1,000.00

<u>PLANNING BOARD</u>							
	ANDERSON	KEITH	E	191.25			191.25
	BOYD	KYLE	J	54,222.01	74.38		54,296.39
	CATHCART	DAWN	E	3,195.15			3,195.15
	DIPRIMIO	LINDA	A	56,559.88			56,559.88
	FOWLER	ROBERT		765.00			765.00
	FRATALIA	VINCENT	S	765.00			765.00
	JOHNSON	STEPHEN	G	843.75			843.75
	JOHNSON	MELISSA	A	6,514.16			6,514.16
	PLUNKETT	DAVID	J	810.00			810.00
	REED	NANCY	L	765.00			765.00
	SADWICK	STEVEN	J	111,588.03			111,588.03
	SCHLEGEL	JOSEPH	G	799.03			799.03
<u>TOWN HALL/ANNEX</u>							
	RAY	JAMIE	L	765.50			765.50
	RAY	SANDRA	M	42,322.20	141.37		42,463.57
<u>POLICE DEPARTMENT</u>							
	ADAMS	CHRISTOPHER	R	4,938.42			4,938.42
	ALLEN JR	JAMES	A	47,996.09	2,083.39	1,763.00	51,842.48
	BJORKGREN	ROBERT	M	72,924.40	9,999.98	32,165.03	115,089.41
	BUCKLAND	ASHLEY	M	1,951.43			1,951.43
	BYRNE	CHRISTOPHER	A	72,025.58	12,804.44	16,014.05	100,844.07
	CAPUANO	KAREN	M	59,975.35	7,770.06	11,971.66	79,717.07
	CARAPELLUCCI	MATTHEW	J	58,223.31	1,923.17	2,397.44	62,543.92
	CASEY	JOHN	M	58,957.16	10,855.00	24,437.14	94,249.30
	CASEY	THOMAS	M	86,565.97	13,704.68	16,310.68	116,581.33
	CICERO	CHRISTINE	M	2,398.94			2,398.94
	COLUMBUS	RYAN	M	100,519.06	6,539.95		107,059.01
	CONNOR	PATRICK	M	61,557.38	18,532.13	14,661.74	94,751.25
	COOKE	THOMAS	M	73,034.21	6,398.25	7,264.71	86,697.17
	COVIELLO	CHRISTOPHER	J	98,732.94	19,746.17	17,915.54	136,394.65
	CROWE	JOHN	J	53,862.66			53,862.66
	DELUCIA JR	JOSEPH	L		119.48	3,751.50	3,870.98
	DICALOGERO	CYNTHIA	J			9,836.98	9,836.98
	DOHERTY	PATRICK	S			205.00	205.00
	DONOGHUE	JOHN			358.44	36,003.56	36,362.00
	DONOVAN	MICHAEL	A	72,454.46	9,791.67	12,948.48	95,194.61
	DUFFY	DAVID	J	66,134.87	7,918.68	14,914.64	88,968.19
	EVANS	DEBORA	E			6,888.00	6,888.00
	FARNUM	BRIAN	J	72,237.35	19,538.41	16,111.30	107,887.06

	FIELD	ROBERT	D	87,003.06	14,122.82	39,258.29	140,384.17
	FORTUNATO	JOSEPH	C			2,911.00	2,911.00
	FOWLER	ROBERT			238.96	18,549.32	18,788.28
	GAGE	JASON	L	49,830.56	1,670.81	1,373.50	52,874.87
	GALLAGHER	SHANE	Q	60,932.44			60,932.44
	GALLAGHER	SHANE	Q	57,317.99	13,589.52	19,699.62	90,607.13
	GATH	LEE	A			14,229.74	14,229.74
	GATH	PHILIP	M			4,712.50	4,712.50
	GAYNOR	SCOTT	P	97,905.15	27,142.98	3,095.50	128,143.63
	GONZALEZ	ANDRE		70,944.18	20,012.17	8,200.00	99,156.35
	GRIFFIN	JAMES	J	8,989.14	1,638.34	984.00	11,611.48
	GRIFFIN	KIMBERLY	A	55,237.50	2,339.27		57,576.77
	HANLEY	ERIC	E	63,598.80	1,414.17	1,968.00	66,980.97
	HARRINGTON	PATRICK	J	83,399.63	7,344.67	14,105.68	104,849.98
	HARTERY	BRIANNA	R	4,763.07	47.79		4,810.86
	HILDEBRAND	MARK				6,068.00	6,068.00
	HOLLIS	JAMES	H	75,206.50	18,420.10	31,173.71	124,800.31
	HOLMES	MICHAEL	J	33,422.86	844.72	1,455.50	35,723.08
	JACKMAN	EDWARD	D	58,191.13	5,174.69	8,097.50	71,463.32
	JAREK	JOHN			119.48	52,735.68	52,855.16
	JAREK	MATTHEW	J			3,157.00	3,157.00
	JOP III	WALTER	J	86,423.10	21,842.39	18,260.45	126,525.94
	JOYCE	ROBERT	F	50,920.25	1,776.81	1,722.00	54,419.06
	JUDD	JANICE	R	46,651.88	637.81		47,289.69
	KANDROTAS	STEPHEN				3,552.00	3,552.00
	KEDDIE	SCOTT	A			4,592.00	4,592.00
	KELLEY	JOSEPH	C	87,128.07	20,823.80	27,704.18	135,656.05
	KELLY	TIMOTHY	W	44,086.72	3,746.01	2,305.40	50,138.13
	KENNEDY	ALICE	M	60,249.86	1,079.06		61,328.92
	LEFEBVRE	CHRISTOPHER	A	66,182.82	22,354.07	12,071.00	100,607.89
	LEVY	DAVID	W			15,359.90	15,359.90
	LINDAHL	JUSTIN	A			656.00	656.00
	LUMSDEN	RICHARD	S			328.00	328.00
	MCCLAFFERTY	SHARON	J			14,140.00	14,140.00
	MCKENNA	JAMES		110,805.37	31,759.86	9,058.90	151,624.13
	MCLAUGHLIN	MICHAEL	J	69,744.85	14,179.56	7,277.50	91,201.91
	MCLEOD	KATHRYN	Q	75,631.54			75,631.54
	MCMAHON	MARKUS	E	69,259.03	4,383.37	23,339.11	96,981.51
	MCMAMARA	JASON	R	56,139.95	2,297.12	492.00	58,929.07
	MIANO	DAVID	M	61,868.37	7,018.60	4,389.46	73,276.43
	MORRIS	PAUL	E	53,050.47	6,212.40	8,639.94	67,902.81
	MOSHER	BEVERLY	B		328.00	22,286.78	22,614.78
	MULVEY	JESSICA	L	23,038.51			23,038.51
	NEWCOMB	MICHAEL	S	64,261.60	15,977.40	21,295.76	101,534.76
	NEWTON	EILEEN		48,503.81	526.09		49,029.90

	NICOSIA	PAUL	J	58,397.88	6,375.26	8,104.94	72,878.08
	O'HARE	JAMES	P			1,045.50	1,045.50
	O'KEEFE	KIMBERLY	A	65,838.70	791.83	3,280.00	69,910.53
	O'NEILL	BRIAN	R	81,557.19	19,766.60	18,473.02	119,796.81
	PELRINE	MATTHEW	S	4,938.42			4,938.42
	PELRINE	STEPHEN				18,930.24	18,930.24
	PETERSON JR	DENNIS	J	73,146.00	20,046.33	28,607.56	121,799.89
	PICCOLO	ARTHUR	M	59,975.31	2,752.32	7,728.50	70,456.13
	PICCOLO JR	ALBERT	A	65,838.83	15,763.02		81,601.85
	PICCOLO JR	ALBERT	A		15,763.02		15,763.02
	PICCOLO JR	ALBERT	A	1,340.00			1,340.00
	PICCOLO JR	ALBERT	A			19,223.24	19,223.24
	POISSON	KAREN	A	63,022.79	2,506.81	592.00	66,121.60
	POWERS	JOHN	R			35,609.42	35,609.42
	POWERS	STEPHEN	M			7,582.76	7,582.76
	PRATT JR	DOUGLAS	E	58,192.03	2,081.49	2,952.00	63,225.52
	QUINN	STEPHEN	J	24,309.27	34.44		24,343.71
	REESE	KEVIN		81,237.57	6,274.02	21,981.01	109,492.60
	REGAN	PETER	L	50,572.84	7,198.40	7,232.32	65,003.56
	RICHARDSON	ANDREW	J	58,864.83	10,414.11	17,908.03	87,186.97
	ROWE	MATTHEW	S	44,891.63	2,679.40	4,195.60	51,766.63
	RUSSO	ALYSIA	M	71,402.02	9,219.09	984.00	81,605.11
	RYSER	JAMES	T	71,019.60	3,253.77	656.00	74,929.37
	SACCO	KAITLIN	M	55,026.77	4,642.08	3,423.50	63,092.35
	SARRO	MARK	J		430.11		430.11
	SAWICKI	DANIEL	D			328.00	328.00
	SCHWALB JR	WILLIAM	L			35,204.76	35,204.76
	SCOTT	CHRISTOPHER	M	63,598.79	6,801.51	13,981.61	84,381.91
	SHEEHAN	MICHAEL	P	43,913.75		3,280.00	47,193.75
	SHEEHAN	TIMOTHY	B	153,056.75			153,056.75
	SITAR	DANIEL	J			4,305.00	4,305.00
	SMALL	MATTHEW	L	69,057.05	365.47		69,422.52
	STEPHENS	ROBERT	A	97,356.50	9,797.96	15,542.44	122,696.90
	STOTIK	PATRICIA	J	55,204.17	4,305.69		59,509.86
	SULLIVAN	EDWARD	M	63,889.11	351.80		64,240.91
	TANGUAY	MARK	J			1,640.00	1,640.00
	TARPEY	WILLIAM	B	3,501.70	294.88		3,796.58
	TORRES	STEVEN	M	94,937.46	9,926.11	6,445.20	111,308.77
	TRELEGAN	COLIN	E	167.27	254.88		422.15
	VASCONCELLOS	MICHAEL	J	52,777.02	6,777.11	12,524.50	72,078.63
	VOTO	JOHN	S	117,522.96		3,353.80	120,876.76
	VOZZELLA	ERICA	G	509.76	254.88		764.64
	WACKROW	JAMES	F		238.96	19,726.32	19,965.28
	WARREN	BRIAN		94,022.78	18,290.32	6,017.92	118,331.02
	WELCH	JENNIE	A	72,088.63	3,367.08	4,592.00	80,047.71

	WHITEHOUSE	JACK	L			28,885.57	28,885.57
	WILLIAMS JR	JAMES	F	104,265.21	19,537.84	2,918.80	126,721.85
	WOOD	MARK	P		328.00	20,051.86	20,379.86
	WORTH	GARIN	F	57,877.11	1,163.60		59,040.71
	FIRE DEPARTMENT						
	ALTAVESTA	JOEL	B	50,037.77	9,668.97		59,706.74
	AUSTIN	SCOTT	D	67,669.87	13,324.84	700.00	81,694.71
	BAIN	ALAN	H	31,695.28	5,300.73		36,996.01
	BIELECKI	PETER	J	51,607.65	11,488.28		63,095.93
	BOURDON	MARC	B	58,542.63	10,351.42	200.00	69,094.05
	BROTHERS	PATRICK	M	61,223.40	11,282.55		72,505.95
	BROTHERS	WILLIAM	P	77,916.28	17,318.17		95,234.45
	BRUCE	JAMES	W	81,604.82	15,751.19		97,356.01
	BURNS	SUSAN	M	28,182.16			28,182.16
	CALISTRO	ROBERT	B	82,155.00	9,234.59		91,389.59
	CALLAHAN	MICHAEL	P	85,538.62	18,849.44		104,388.06
	CARNEY	DAVID	A	75,298.82	22,521.67		97,820.49
	DOGHERTY	JOSEPH	S	71,476.38	2,853.40		74,329.78
	DOHERTY	PATRICK	S	66,503.88	14,789.01		81,292.89
	ELLIOTT	TODD	E	61,798.74	6,412.49		68,211.23
	FITZPATRICK	JAMES	E	63,778.26	6,568.83		70,347.09
	FORERO	OSCAR	O	8,900.81			8,900.81
	FORTUNATO	JOSEPH	C	66,484.74	9,412.51		75,897.25
	FOWLER	JOHN	R	61,328.96	9,163.96	200.00	70,692.92
	GIASULLO	MICHAEL	J	61,356.36	11,954.68	340.00	73,651.04
	GIASULLO	DAVID	J	63,223.56	10,251.88	320.00	73,795.44
	GIASULLO	JEFFREY		71,014.89	23,540.95		94,555.84
	GIASULLO JR	JAMES	A	77,592.74	22,383.79		99,976.53
	GOSSE	WILLIAM	R	62,317.28	8,559.03		70,876.31
	GREER JR	DONALD		85,137.06	29,679.19	180.00	114,996.25
	GUTTADAURO	PAUL	F	73,972.53	12,629.56		86,602.09
	HAMM	RICHARD	E	72,036.86	20,849.94		92,886.80
	HAZEL	MICHAEL	A	134,537.14			134,537.14
	HOLDEN	TIMOTHY	J	70,091.54	12,986.48		83,078.02
	HURLEY	BRIAN	J	71,696.28	22,909.40		94,605.68
	IRVING	CHRISTIAN	B	49,588.35	8,668.66		58,257.01
	KARLBERG	DAVID	R	68,562.87	13,391.46		81,954.33
	KASPRZAK	DANIEL	M	57,551.78	6,330.90		63,882.68
	KEARNS	JOSEPH	W	70,021.15	15,657.58		85,678.73
	KEDDIE	SCOTT	A	86,143.63	35,852.07		121,995.70
	KEDDIE	ROBERT	P	63,539.76			63,539.76
	KERR	GARY	O	88,847.66	17,140.81	264.00	106,252.47
	LEVY JR	DAVID	W	61,204.30	3,481.65		64,685.95

	LITTLE	ROBERT		70,739.28	11,627.13		82,366.41
	MACKEY	BRIAN	R	64,827.17	5,316.24		70,143.41
	MANCUSI	TIMOTHY	M	53,977.69	7,608.55		61,586.24
	MARTIN	JEANNE	M	18,726.55			18,726.55
	MCGLAUFILIN	RUSSELL	J	75,812.33	26,851.34		102,663.67
	MERRILL	MICHAEL	B	62,033.61	5,545.40	200.00	67,779.01
	MERRILL MORGADO	CHRISTINA	M	62,203.05	11,849.91		74,052.96
	MORNEAULT	DANIEL	R	22,812.20	870.98		23,683.18
	MURPHY IV	THOMAS	J	62,013.49	13,736.89	420.00	76,170.38
	NIVEN	TIMOTHY		82,125.03	24,294.62		106,419.65
	POWERS	STEPHEN	M	79,730.41	6,073.90		85,804.31
	ROSEMOND	ALAN	L	65,375.20	14,651.70		80,026.90
	SANDBERG	KENNETH	J	71,697.69	11,415.08		83,112.77
	SAWICKI	DANIEL	D	61,314.13	15,320.59		76,634.72
	SITAR	DANIEL	J	68,577.33	14,831.52	500.00	83,908.85
	SMALL	DANIEL	T	65,218.95	3,125.16		68,344.11
	SPENCER	STEVEN	M	62,648.45	8,194.22	440.00	71,282.67
	VASAS	ALBERT	J	105,382.86	12,651.32		118,034.18
	VISCIONE	JON		91,043.98	17,914.08		108,958.06
	WELCH	TYLER	J	28,559.22	3,525.72		32,084.94
	YOST	DANIEL	W	61,199.68	6,095.49	440.00	67,735.17
<u>BUILDING DEPARTMENT</u>							
	ARMSTRONG	ROBERT	D	19,816.31			19,816.31
	AURILIO	ANTHONY	F	299.76			299.76
	CATHCART	DAWN	E	53,964.24	7,860.59		61,824.83
	JOHNSON	EDWARD	P	77,467.16			77,467.16
	O'KEEFE	NANCY	A	53,859.01	2,453.62		56,312.63
	SULLIVAN	HAROLD	J	20,781.59			20,781.59
	WILD	PAUL	A	20,481.83			20,481.83
<u>PUBLIC WORKS/SEWER/WATER</u>							
	ALLARD	THOMAS	A	36,381.89	5,702.88		42,084.77
	ALTAVESTA	DANIEL	J	3,452.48			3,452.48
	BEEBE	CHRISTOPHER	M	48,312.78	9,902.95		58,215.73
	BELANGER	AARON	J	2,240.64			2,240.64
	BELIDA	ROBERT	A	78,368.70	27,194.25		105,562.95
	BROTHERS	MICHAEL	S	66,094.16	7,264.71		73,358.87
	BYRNES	AMY	T	2,059.98			2,059.98
	CAREY	PATRICK	R	65,971.83	9,754.15		75,725.98
	CASEY	SHON	J	67,412.94	17,307.81		84,720.75
	CATHCART	CAMERON	A	2,007.24			2,007.24
	CHANDLER	KENNETH		62,219.05	16,851.86		79,070.91

	CHENG	CHESTER	J	40,194.94	39.05		40,233.99
	CONLON	KEVIN	M	72,468.19	19,864.31		92,332.50
	COOK SR	PETER	K	50,493.20	13,947.28		64,440.48
	DESHLER	TERESA	C	30,681.25	2,443.91		33,125.16
	DESHLER JR	MICHAEL	T	57,477.18	14,764.76		72,241.94
	DONOVAN	MICHAEL	B	68,692.14	6,903.67		75,595.81
	GIANNETTI	FRANK	P	69,225.00	1,368.19		70,593.19
	GILBERT	LAWRENCE	J	70,183.33	5,117.14		75,300.47
	GILBERT	BRIAN	M	109,077.07			109,077.07
	GIULIANO	JOSEPH	A	54,279.96	117.15		54,397.11
	HARDIMAN	KEVIN	T	79,143.02			79,143.02
	HIRTLE	MATHEW	T	66,178.75	2,722.74		68,901.49
	HOLLIS	CHRISTINE		1,189.50			1,189.50
	JAREK	JOHN		3,262.88	1,409.11		4,671.99
	LADDERBUSH	MICHAEL	D	1,400.40			1,400.40
	LADDERBUSH	MARLENE	M	68,892.83	5,937.48		74,830.31
	LAYNE	KENNETH	W	64,904.32	15,152.32		80,056.64
	MARION	BERNARD	H	63,450.74	17,510.36		80,961.10
	MARION II	LOUIS	E	61,720.80	4,336.48		66,057.28
	MCCARTHY	WILLIAM	J	64,587.98	21,499.87		86,087.85
	MINER JR	ROBERT	H	63,357.07	10,949.28		74,306.35
	MIRABITO	JONATHAN	N	3,993.16			3,993.16
	MUDARRIE	NICHOLAS	F	51,067.60	7,822.22		58,889.82
	PATTERSON	SUSAN	M	55,800.71			55,800.71
	RICE	HAYDEN		280.08			280.08
	SALERNO	JOHN	M	70,233.72	11,283.73		81,517.45
	SALES	STEVEN	W	5,556.59			5,556.59
	SAWICKI II	DANIEL	D	5,226.32			5,226.32
	SCOTT	DANIEL	F	54,280.00	156.20		54,436.20
	SPENCER	STEVEN	M		242.55		242.55
	SPINALE	RICHARD	J	85,405.33			85,405.33
	STODDARD	RICHARD	E	72,760.75	29,959.03		102,719.78
	STONE	JAIME	R	34,859.04	6,564.93		41,423.97
	STRONACH	TIMOTHY		69,224.89	31,331.67		100,556.56
	TRUSCELLO	JASON	R	48,172.65	16,357.06		64,529.71
	VIEWEG JR	EDWARD	L	74,512.90	5,265.19		79,778.09
	WARD	JACK	W	71,325.76	18,305.02		89,630.78
	WEITZ	SAMUEL	H	6,066.56			6,066.56
	WEITZ	MICHAEL	R	3,639.20			3,639.20
	WESTAWAY	RICHARD	L	29,358.54	494.45		29,852.99
	WHELAN	SHAWN	P	37,727.44	9,019.60		46,747.04
	ZEDIANA	LEWIS	W	98,286.53			98,286.53

<u>HEALTH DEPARTMENT</u>						
	BARRY	RAYMOND	M	337.50		337.50
	BROTHERS	KATHLEEN	M	382.50		382.50
	CATHCART	DAWN	E	743.61		743.61
	CLEMENT	LOU-ANN	C	86,666.75		86,666.75
	DIJULIO-COOK	CHRISTINA	A	4,162.06		4,162.06
	FRENCH	PHILLIP	L	315.00		315.00
	JOY	DIANE	E	29,555.33		29,555.33
	KINGHORN	SARAH	B	28,978.29		28,978.29
	KINNON	CHRISTINE	E	315.00		315.00
	LAGRASSE	BRIAN	E	3,450.00		3,450.00
	ROUX	CHARLES	J	315.00		315.00
	SULLIVAN	SHANNON	L	26,564.35		26,564.35
	THOMAS	PAMELA	J	3,912.96		3,912.96
	TREARCHIS	DEAN		27,067.20		27,067.20
<u>COUNCIL ON AGING</u>						
	CONOLE	JANICE	E	35,496.93	2,047.48	37,544.41
	JOHNSON	MELISSA	A	264.92		264.92
	NOEL	ROBERT	S	52,099.97	1,505.40	53,605.37
	SPRINGMAN	ASHLEY	M	63,999.35		63,999.35
<u>VETERANS</u>						
	DOWNEY	LISA	M	43,616.71		43,616.71
<u>PUBLIC LIBRARY</u>						
	ADAMS	ASHLEY	L	16,430.41		16,430.41
	BOC	NOELLE	E	58,787.37	429.63	59,217.00
	BRILEY	JEANNINE	L	36,400.58	1,391.80	37,792.38
	BURKE	JENNIFER	E	41,119.74	1,447.00	42,566.74
	CONNOLLY	JILL	M	12,290.91		12,290.91
	COVENEY	CORINNE	S	14,607.25		14,607.25
	DRISCOLL	DANIELLE	M	30,647.85	1,086.82	31,734.67
	FIUMARA	JOSEPH	E	39,069.68	1,563.14	40,632.82
	FLAHERTY	CORINN	B	14,386.14	95.91	14,482.05
	GIARRUSSO	DIANE	M	71,670.90		71,670.90
	GROVE	CINDY	L	26,405.30	435.58	26,840.88
	HAYES	ROBERT	L	55,447.24	1,245.42	56,692.66
	HOLLAND	GAIL	M	41,809.47	1,288.92	43,098.39
	MAGANZINI	HEATHER	R	4,365.20		4,365.20
	MARTIN	AMY	M	41,784.42	2,120.15	43,904.57

	MOONEY	HELEN	D	30,823.17	934.58		31,757.75
	SALVATO	JOYCE		47,619.19			47,619.19
	STEELE	RACHEL	E	47,417.88	660.36		48,078.24
	TOOMBS	MARY	E	61,291.04			61,291.04
	<u>RECREATION</u>						
	CALLISON	PATRICK	S	51,748.65	9,326.70		61,075.35
	JOHNSON	MELISSA	A	118.89			118.89
	SULLIVAN	TIMOTHY	J	41,818.33	450.69		42,269.02

School Employee Earnings

Tewksbury School Department			
Employee Salary Summary - Calendar Year 2015			
NAME	Regular	Other*	Total
ABATE-UPSON, CYNTHIA	\$ 81,766.56	\$ 300.00	\$ 82,066.56
ABBOTT, MARY	\$ 23,537.02	\$ 9,488.93	\$ 33,025.95
ACCONCIA, HALEY M.	\$ 1,786.78	\$ -	\$ 1,786.78
ACCONCIA, TROY P.	\$ 845.46	\$ -	\$ 845.46
ADAMS, MARY LOUISE B.	\$ 52,559.34	\$ 176.22	\$ 52,735.56
ADAMS, ROBIN J.	\$ 16,552.26	\$ 200.00	\$ 16,752.26
AGUIAR, LUCIE M.	\$ 760.00	\$ -	\$ 760.00
AIELLO, MARY BETH J.	\$ 65,599.19	\$ 128.16	\$ 65,727.35
ALBRECHT, VIRGINIA F.	\$ 1,250.00	\$ -	\$ 1,250.00
ALLARD, JUDITH M.	\$ 76,866.64	\$ 640.80	\$ 77,507.44
ALLISON, COLLEEN A.	\$ 30,886.87	\$ 1,698.12	\$ 32,584.99
ALUKONIS, LINDA	\$ 17,559.88	\$ 2,885.95	\$ 20,445.83
AMARAL, BRIAN	\$ 1,158.34	\$ -	\$ 1,158.34
AMARAL, EMILY R.	\$ 933.75	\$ -	\$ 933.75
AMATO, NICHOLAS C.	\$ 61,832.63	\$ 4,783.25	\$ 66,615.88
ANDERSON, CAROLYN	\$ 895.00	\$ -	\$ 895.00
ANDERSON, KATHLEEN	\$ 76,700.71	\$ 1,460.80	\$ 78,161.51
ANDERSON, WAYNE R.	\$ 5,417.59	\$ -	\$ 5,417.59
ANGELO, LAURIE	\$ 23,406.98	\$ 372.70	\$ 23,779.68
APPLEBY, LINDSAY L.	\$ 16,351.29	\$ 1,479.00	\$ 17,830.29
ARCHIBOLD, CHRISTA M.	\$ 54,595.72	\$ 515.90	\$ 55,111.62
ARNOLD, JENNIFER R.	\$ 75,159.67	\$ 1,505.88	\$ 76,665.55
AYLWARD, BRIAN	\$ 82,105.59	\$ 9,783.00	\$ 91,888.59
BAGUL, AKHIL A.	\$ 882.72	\$ -	\$ 882.72
BAILEY, AMANDA	\$ 19,561.86	\$ -	\$ 19,561.86
BAILEY, LISA J.	\$ 75,214.72	\$ 249.91	\$ 75,464.63
BAKER OBRIEN, KAREN M.	\$ 82,855.01	\$ 1,561.95	\$ 84,416.96
BALBONI, MICHELE B.	\$ 9,873.13	\$ 185.12	\$ 10,058.25
BANCROFT, KAREN J.	\$ 77,017.61	\$ 24.07	\$ 77,041.68
BAPTISTA, SARAH E.	\$ 1,532.26	\$ -	\$ 1,532.26
BARBATI, JENNIFER S.	\$ 57,290.74	\$ 640.80	\$ 57,931.54
BARKHOUSE, SAMANTHA	\$ 7,779.87	\$ -	\$ 7,779.87
BARLETTA, ANNE M.	\$ 2,166.62	\$ -	\$ 2,166.62
BARNES, CHERYL A.	\$ 1,691.68	\$ -	\$ 1,691.68
BARNES, MARYANN M.	\$ 1,953.50	\$ -	\$ 1,953.50
BARNETT, SUSAN K.	\$ 83,140.46	\$ 364.08	\$ 83,504.54
BARRY, JULIA M.	\$ 780.00	\$ -	\$ 780.00
BARRY, KERI A.	\$ 75.00	\$ -	\$ 75.00
BARRY, PAULINE A.	\$ 860.00	\$ -	\$ 860.00
BARTRUM, SUSAN E.	\$ 501.12	\$ -	\$ 501.12
BASILIERE, MARCO P.	\$ 76,520.50	\$ 801.00	\$ 77,321.50
BASTERI, CYNTHIA A.	\$ 41,918.41	\$ -	\$ 41,918.41
BASTERI, LAWRENCE J. JR	\$ 3,691.00	\$ -	\$ 3,691.00
BEAUCHESNE, BETHANY	\$ 53,056.84	\$ 384.48	\$ 53,441.32

BEDARD, MAUREEN	\$ 15,720.51	\$ 200.00	\$ 15,920.51
BEEAN, LILLIAN K.	\$ 1,737.50	\$ -	\$ 1,737.50
BELL-BOURE, MARCIE	\$ 3,475.00	\$ -	\$ 3,475.00
BELLISTRI, ANDREW F.	\$ 76,361.78	\$ 6,509.37	\$ 82,871.15
BENNETT, DEBORAH E.	\$ 17,559.88	\$ 8,665.91	\$ 26,225.79
BENNETT, ELAINE M.	\$ 20,580.70	\$ 6,747.41	\$ 27,328.11
BENNING, KRISTINE	\$ 15,389.59	\$ 8,547.17	\$ 23,936.76
BENVENUTO, KATHLEEN M.	\$ 12,873.60	\$ -	\$ 12,873.60
BENVENUTO, KAYLA M.	\$ 210.00	\$ -	\$ 210.00
BERGLUND, KAREN	\$ 11,568.36	\$ 1,044.60	\$ 12,612.96
BERNSTEIN, DAVID C.	\$ 66,906.21	\$ -	\$ 66,906.21
BETTENCOURT, CARYN M.	\$ 5,479.96	\$ -	\$ 5,479.96
BEVILACQUA, LISA	\$ 9,199.56	\$ 260.00	\$ 9,459.56
BEY-ALLEN, GEORGIA L.	\$ 2,521.96	\$ -	\$ 2,521.96
BIERMAN, EMILY L.	\$ 52,345.18	\$ 768.96	\$ 53,114.14
BILODEAU, CATHLEEN	\$ 89,107.90	\$ 1,255.20	\$ 90,363.10
BILODEAU, JOSHUA B.	\$ 48,290.93	\$ 64.08	\$ 48,355.01
BISHOP, PAUL E.	\$ 24,943.22	\$ 150.00	\$ 25,093.22
BISHOP, SARAH M.	\$ 2,392.37	\$ -	\$ 2,392.37
BLACKWELL, SUZANNE M.	\$ 6,509.47	\$ -	\$ 6,509.47
BLAKE, BRIAN P.	\$ 19,657.40	\$ 1,116.06	\$ 20,773.46
BLISS, GAIL	\$ 77,901.77	\$ 988.26	\$ 78,890.03
BOLAND, JESSICA L.	\$ 18,181.08	\$ -	\$ 18,181.08
BOLOGNESE, ASHLEY E.	\$ 2,750.88	\$ -	\$ 2,750.88
BONGIORNO, LINDA A.	\$ 2,126.75	\$ -	\$ 2,126.75
BORGES, JOANNE C.	\$ 688.86	\$ -	\$ 688.86
BORSTELL, JEFFREY P.	\$ 795.00	\$ -	\$ 795.00
BOSWORTH, ALEXIS J.	\$ 76,522.90	\$ 11,692.38	\$ 88,215.28
BOUCHER, AMANDA L.	\$ 59,580.89	\$ 795.00	\$ 60,375.89
BOUDREAU, SUSAN	\$ 9,172.57	\$ -	\$ 9,172.57
BOUDREAU-HILL, DONNA M.	\$ 89,670.92	\$ 2,369.25	\$ 92,040.17
BOURGEOIS, CHRISTINE C.	\$ 5,347.38	\$ -	\$ 5,347.38
BOURGEOIS, MARIE R.	\$ 20,337.14	\$ 7,003.71	\$ 27,340.85
BOWDEN, DONNA M.	\$ 78,228.59	\$ -	\$ 78,228.59
BOYD, DIANE	\$ 60.00	\$ -	\$ 60.00
BOYD, JENNIFER	\$ 4,430.00	\$ -	\$ 4,430.00
BOYLE, NANCY M.	\$ 67,708.35	\$ 7,925.50	\$ 75,633.85
BRACE, CHARLOTTE T.	\$ 1,285.16	\$ -	\$ 1,285.16
BRACE, JOANN	\$ 2,282.28	\$ -	\$ 2,282.28
BRADLEY, HEATHER L.	\$ 69,439.25	\$ 1,682.10	\$ 71,121.35
BRADLEY, LOREEN R.	\$ 759.50	\$ -	\$ 759.50
BRADLEY, MARK A.	\$ 10,579.00	\$ -	\$ 10,579.00
BRADLEY, SHANNON	\$ 5,167.20	\$ -	\$ 5,167.20
BRADLEY, THOMAS M.	\$ 8,586.00	\$ -	\$ 8,586.00
BRANCHAUD, KARLA A.	\$ 1,489.50	\$ -	\$ 1,489.50
BRANNAN, ELIZABETH M.	\$ 56,830.55	\$ -	\$ 56,830.55
BREKALIS, KRISTIN L.	\$ 19,354.89	\$ 80.10	\$ 19,434.99
BRENNAN, ANNE R.	\$ 23,537.02	\$ 2,193.88	\$ 25,730.90
BRENNAN, KAYLA	\$ 1,165.91	\$ -	\$ 1,165.91
BREWIN, DEBORAH A.	\$ 75,986.56	\$ 88.11	\$ 76,074.67
BRIDGFORD, GAYLE A.	\$ 73,590.88	\$ 600.00	\$ 74,190.88
BRIGGS, ROBERT C. JR	\$ 3,180.00	\$ -	\$ 3,180.00

BRIGGS, RYAN J.	\$ 270.00	\$ -	\$ 270.00
BRIGIDA, ROBERT M.	\$ 66,657.28	\$ 428.16	\$ 67,085.44
BRODERICK, LISA M.	\$ 1,767.64	\$ -	\$ 1,767.64
BROOKS, HEIDI A.	\$ 3,279.91	\$ -	\$ 3,279.91
BROWN, ALYSSA M.	\$ 300.00	\$ -	\$ 300.00
BROWN, ARLENE C.	\$ 9,375.00	\$ -	\$ 9,375.00
BRUCE, JAMES M.	\$ 6,074.20	\$ -	\$ 6,074.20
BRUFF, KIMBERLY M.	\$ 60,189.04	\$ 0.04	\$ 60,189.08
BUCKLEY, WILLIAM Q.	\$ 3,480.13	\$ -	\$ 3,480.13
BUEHLER, DEBORAH J.	\$ 74,986.60	\$ -	\$ 74,986.60
BURISHKIN, KELLY E.	\$ 46,593.37	\$ 192.24	\$ 46,785.61
BURKE, DARLENE	\$ 8,761.40	\$ -	\$ 8,761.40
BURKE, JOSEPH E.	\$ 42,582.96	\$ 1,520.08	\$ 44,103.04
BURNS, BRITTANY A.	\$ 1,427.44	\$ -	\$ 1,427.44
BURNS, CHRISTOPHER W.	\$ 5,661.00	\$ -	\$ 5,661.00
BYRNES, JOHN	\$ 74,451.71	\$ 12,554.22	\$ 87,005.93
CACCAMESI, KRISTIN J.	\$ 459.36	\$ -	\$ 459.36
CALIENDO, ANDREW	\$ 425.00	\$ -	\$ 425.00
CALLAHAN, CHLOE A.	\$ 77,066.35	\$ 1,351.18	\$ 78,417.53
CALLAHAN, MICHELLE	\$ 1,150.20	\$ -	\$ 1,150.20
CALLANAN, EILEEN F.	\$ 15,489.19	\$ 9,824.00	\$ 25,313.19
CALLANAN, MICHAEL D.	\$ 37,747.46	\$ 1,572.85	\$ 39,320.31
CAMERON, ALLISON E.	\$ 73,624.82	\$ 400.50	\$ 74,025.32
CAMIRE, RICHARD	\$ 75,159.67	\$ 5,915.40	\$ 81,075.07
CAMPBELL, COURTNEY E.	\$ 70,766.24	\$ 1,501.92	\$ 72,268.16
CAMPO, SANDRA	\$ 743.91	\$ -	\$ 743.91
CANAVAN, ASHLEY M.	\$ 50,564.24	\$ 1,634.04	\$ 52,198.28
CAPPIELLO, NANCY A.	\$ 507.31	\$ -	\$ 507.31
CAREW, LISA	\$ 4,215.30	\$ -	\$ 4,215.30
CAREY, CAMERON E.	\$ 22,466.35	\$ -	\$ 22,466.35
CAREY, KEVIN R.	\$ 54,168.66	\$ -	\$ 54,168.66
CAREY, MICHAEL P.	\$ 46,632.75	\$ 8,635.56	\$ 55,268.31
CAREY, TROY M.	\$ 100.00	\$ -	\$ 100.00
CAREY, TYLER	\$ 17,305.48	\$ -	\$ 17,305.48
CARLETON, KATHRYN H.	\$ 78,055.52	\$ 192.24	\$ 78,247.76
CARLINO, LOREN M.	\$ 79,055.48	\$ 24.03	\$ 79,079.51
CARLINO, NICOLE M.	\$ 5,071.51	\$ -	\$ 5,071.51
CARON, ERIN M.	\$ 77,016.86	\$ -	\$ 77,016.86
CARPENITO, THOMAS A.	\$ 26,983.73	\$ -	\$ 26,983.73
CARR, JEAN M.	\$ 4,915.00	\$ -	\$ 4,915.00
CARRILLO, MARY J.	\$ 12,761.42	\$ -	\$ 12,761.42
CARROLL, HEATHER M.	\$ 1,692.45	\$ -	\$ 1,692.45
CARROLL, PATRICIA A.	\$ 710.23	\$ -	\$ 710.23
CARTER, DANIEL A.	\$ 50,271.01	\$ 10,012.38	\$ 60,283.39
CARTER, LINDA	\$ 11,456.13	\$ -	\$ 11,456.13
CARVER, NORMAN R. JR	\$ 46,350.20	\$ 951.60	\$ 47,301.80
CASEY, KATHLEEN	\$ 34,980.94	\$ 3,743.72	\$ 38,724.66
CASTIGLIONE, MAUREEN	\$ 2,350.58	\$ -	\$ 2,350.58
CASTONGUAY, MATTHEW A.	\$ 99,375.90	\$ 500.00	\$ 99,875.90
CATTOGGIO-NELSON, CARLY	\$ 2,626.31	\$ -	\$ 2,626.31
CECERE, GRETCHEN L.	\$ 607.31	\$ -	\$ 607.31
CERULLO, TERESA M.	\$ 3,732.65	\$ -	\$ 3,732.65

CHAN, MARJORIE J.	\$ 82,318.33	\$ 150.00	\$ 82,468.33
CHAN, MEGAN Y.	\$ 2,491.40	\$ -	\$ 2,491.40
CHASAN, LISA	\$ 80,897.03	\$ 1,789.19	\$ 82,686.22
CHELLA, SARA B.	\$ 69,224.96	\$ 827.04	\$ 70,052.00
CHHIM, SOKORNTEAR	\$ 7,900.00	\$ -	\$ 7,900.00
CHMELA, NICHOLAS M.	\$ 810.00	\$ -	\$ 810.00
CIAMPA, GIOVANNI A.	\$ 190.00	\$ -	\$ 190.00
CIMMINO, MATTHEW J.	\$ 1,473.00	\$ -	\$ 1,473.00
CLARK, DANIELLE J.	\$ 50.00	\$ -	\$ 50.00
CLARK, SUSAN M.	\$ 78,055.52	\$ -	\$ 78,055.52
COLEMAN, SIOBHAN	\$ 630.00	\$ -	\$ 630.00
COLLINS, GEORGE P.	\$ 39,573.98	\$ 11,066.18	\$ 50,640.16
COLON, KEVIN	\$ 853.50	\$ -	\$ 853.50
CONKLIN, KATIE M.	\$ 900.89	\$ -	\$ 900.89
CONLON, THOMAS G.	\$ 200.00	\$ -	\$ 200.00
CONNELL, AMY	\$ 49,527.19	\$ 400.00	\$ 49,927.19
CONNELL, KATHLEEN J.	\$ 75,897.42	\$ -	\$ 75,897.42
CONNERS, PHILIP	\$ 5,661.00	\$ -	\$ 5,661.00
CONNORS, STACEY L.	\$ 1,823.98	\$ -	\$ 1,823.98
CONRAD, KATHLEEN E.	\$ 69,310.08	\$ -	\$ 69,310.08
CONRAD, RICHARD	\$ 70.00	\$ -	\$ 70.00
CONSTANTINO, KELLY L.	\$ 42,477.73	\$ 1,176.51	\$ 43,654.24
CONWAY, STACY M.	\$ 26,168.75	\$ -	\$ 26,168.75
COOPER-PAQUETTE, DANETTE M.	\$ 187.92	\$ -	\$ 187.92
CORMIER, THOMAS W.	\$ 22,881.86	\$ 150.00	\$ 23,031.86
COSSAR, AMANDA	\$ 375.00	\$ -	\$ 375.00
COTE, CHRISTINE	\$ 23,537.02	\$ 1,025.02	\$ 24,562.04
COTE, JENNIFER M.	\$ 75,986.56	\$ 128.16	\$ 76,114.72
COUGHLAN, BRENDAN G.	\$ 3,781.91	\$ -	\$ 3,781.91
COUGHLAN, LIAM C.	\$ 2,594.59	\$ -	\$ 2,594.59
COUGHLAN, ROSEMARY A.	\$ 72,471.46	\$ 5,954.48	\$ 78,425.94
COURNOYER, LISA T.	\$ 78,020.44	\$ -	\$ 78,020.44
COYLE, ALEXANDRA	\$ 440.00	\$ -	\$ 440.00
CRAFT, LESLEY A.	\$ 1,127.10	\$ -	\$ 1,127.10
CREMIN, CHRISTINE M.	\$ 77,520.46	\$ -	\$ 77,520.46
CROWLEY, KYLE A.	\$ 1,167.75	\$ -	\$ 1,167.75
CRUMB, CHERYL L.	\$ 13,781.64	\$ -	\$ 13,781.64
CUMMINGS, GERALDINE M.	\$ 29,359.34	\$ -	\$ 29,359.34
CUNNINGHAM-ALLARD, JENNIFER	\$ 6,870.03	\$ -	\$ 6,870.03
CURLEY, ROSE	\$ 67,468.24	\$ 480.60	\$ 67,948.84
CURRERI, JENNIFER C.	\$ 1,980.00	\$ -	\$ 1,980.00
CURTIN, BARBARA A.	\$ 45,945.99	\$ 9,181.95	\$ 55,127.94
CURTIN, PAULA M.	\$ 23,537.02	\$ 23,168.77	\$ 46,705.79
CUSICK, FRANCIS	\$ 50,564.24	\$ 3,648.00	\$ 54,212.24
CUTELIS, JAMES A.	\$ 2,499.96	\$ -	\$ 2,499.96
CZYZEWSKI, RENEE C.	\$ 63,349.48	\$ -	\$ 63,349.48
DALEY, ELIZABETH A.	\$ 74,451.71	\$ -	\$ 74,451.71
D'AMORE, DANIEL F.	\$ 73,590.88	\$ 300.00	\$ 73,890.88
DANIEL, KENNAN E.	\$ 71,179.16	\$ -	\$ 71,179.16
DARRIGO, LISA A.	\$ 7,346.43	\$ -	\$ 7,346.43
D'ATTILIO, MARCIA	\$ 3,033.99	\$ -	\$ 3,033.99
DAVIDIAN, TIMOTHY M.	\$ 8,439.55	\$ -	\$ 8,439.55

DAVIS, JANET	\$ 72,119.43	\$ 300.00	\$ 72,419.43
DAVIS, NICOLE T.	\$ 4,646.60	\$ -	\$ 4,646.60
DEARING, MAURA A.	\$ 79,464.26	\$ -	\$ 79,464.26
DECAROLIS, BRANDI M.	\$ 73,797.89	\$ 98.68	\$ 73,896.57
DEFRANCESCO, STEPHEN P.	\$ 888.75	\$ -	\$ 888.75
DELEON, NANCY B.	\$ 570.72	\$ -	\$ 570.72
DELUCIA, FRANCES	\$ 67,708.35	\$ 160.20	\$ 67,868.55
DEMATTEO, ELAINE D.	\$ 673.38	\$ -	\$ 673.38
DEMATTIA, DEBRA A.	\$ 13,627.46	\$ -	\$ 13,627.46
DEMERS, MARC A.	\$ 75,159.67	\$ 3,025.11	\$ 78,184.78
DEMOS, SHANNON	\$ 69,902.39	\$ 7,984.49	\$ 77,886.88
DENICOLA, ANNA K.	\$ 17,480.07	\$ -	\$ 17,480.07
DEPIERRO, DONNA M.	\$ 17,508.88	\$ 1,608.13	\$ 19,117.01
DERMODY, JOSEPH J.	\$ 63,712.22	\$ 6,669.04	\$ 70,381.26
DEROSA, CARLA J.	\$ 2,503.50	\$ -	\$ 2,503.50
DESHLER, MARYANN J.	\$ 23,537.02	\$ 1,139.25	\$ 24,676.27
DESHLER, TYLER D.	\$ 4,918.00	\$ -	\$ 4,918.00
DESISTO, KERRI L.	\$ 60.00	\$ -	\$ 60.00
DESJARDINS, BRYAN	\$ 75,184.91	\$ 6,429.78	\$ 81,614.69
DESROCHERS, LISA E.	\$ 76,486.54	\$ 192.24	\$ 76,678.78
DESTEFANO, JAMES R.	\$ 1,589.00	\$ -	\$ 1,589.00
DEV, PRADIP	\$ 7,022.40	\$ -	\$ 7,022.40
DEVEAU, KATHERINE M.	\$ 74,606.12	\$ 1,028.32	\$ 75,634.44
DEVINCENTIS, NICOLETTA	\$ 75,528.04	\$ 394.72	\$ 75,922.76
DICK, BRIAN H.	\$ 2,711.64	\$ -	\$ 2,711.64
DICK, CHRISTINA	\$ 2,178.17	\$ -	\$ 2,178.17
DICK, KIRSTEN E.	\$ 180.00	\$ -	\$ 180.00
DICK, MICHELLE M.	\$ 59,998.59	\$ 2,898.72	\$ 62,897.31
DIFELICE, ALLISON	\$ 16,535.45	\$ 365.68	\$ 16,901.13
DILEMME, MICHELLE R.	\$ 18,592.59	\$ 2,697.31	\$ 21,289.90
DIMASCIO, DIANA T.	\$ 2,818.75	\$ -	\$ 2,818.75
DIPRIMA, JONATHAN P.	\$ 55,034.20	\$ 12,076.66	\$ 67,110.86
DIRK, MELISSA C.	\$ 14,243.79	\$ -	\$ 14,243.79
DIROCCO, ALEXANDER L.	\$ 445.00	\$ -	\$ 445.00
DIROCCO, BONNIE	\$ 955.00	\$ -	\$ 955.00
DIROCCO, LEO	\$ 6,805.00	\$ -	\$ 6,805.00
DIROCCO, TODD	\$ 2,905.00	\$ -	\$ 2,905.00
DOBBIN, TRAVIS M.	\$ 42,679.33	\$ 12,149.32	\$ 54,828.65
DOBBS, MICHAEL	\$ 5,661.00	\$ -	\$ 5,661.00
DOHERTY, DEREK	\$ 5,661.00	\$ -	\$ 5,661.00
DOHERTY, KATELYN K.	\$ 435.00	\$ -	\$ 435.00
DOHERTY, KIMBERLY E.	\$ 19,017.64	\$ 4,772.00	\$ 23,789.64
DOHERTY, LAURIE A.	\$ 17,559.88	\$ 969.31	\$ 18,529.19
DOHERTY, MARIA M.	\$ 35,264.61	\$ 8,394.48	\$ 43,659.09
DOHERTY-FRONDUTO, CHRISTINE	\$ 23,836.88	\$ 1,609.09	\$ 25,445.97
DONAHOE, TAYLOR A.	\$ 1,348.37	\$ -	\$ 1,348.37
DONAHUE, LISA M.	\$ 23,537.02	\$ 1,821.26	\$ 25,358.28
DONNELLY, DEBORAH C.	\$ 140.00	\$ -	\$ 140.00
DONOGHUE, JOHN	\$ 3,397.36	\$ -	\$ 3,397.36
DOOKS, DAVID E.	\$ 4,741.92	\$ -	\$ 4,741.92
DOOLAN, ROBERT D.	\$ 74,451.71	\$ -	\$ 74,451.71
DOOLEY, CAROLYN E.	\$ 73,451.75	\$ -	\$ 73,451.75

DORRANCE, ROSAMOND J.	\$ 59,050.55	\$ 750.00	\$ 59,800.55
DOWNING, NICOLE	\$ 2,021.36	\$ -	\$ 2,021.36
DOYLE, FREDERICK W.	\$ 3,498.00	\$ -	\$ 3,498.00
DROUIN, ALYSSA R.	\$ 150.00	\$ -	\$ 150.00
DROUIN, RONALD JR	\$ 107,016.81	\$ -	\$ 107,016.81
DRUM, SUSAN M.	\$ 73,451.75	\$ -	\$ 73,451.75
DUBE, HEIDI	\$ 1,778.22	\$ -	\$ 1,778.22
DUGGAN, TAMMY	\$ 9,550.14	\$ 285.68	\$ 9,835.82
DUHAMEL, KRISTEN A.	\$ 44,689.03	\$ 496.62	\$ 45,185.65
DUKE, CHRISTINA L.	\$ 2,883.60	\$ -	\$ 2,883.60
DUNN, JEANNE M.	\$ 1,984.08	\$ -	\$ 1,984.08
DUNN, NICOLE	\$ 45,078.10	\$ 672.84	\$ 45,750.94
DUQUETTE, EMILY D.	\$ 810.00	\$ -	\$ 810.00
DWYER, JENNIFER E.	\$ 49,943.56	\$ -	\$ 49,943.56
DYKEMAN, LYNNE	\$ 3,628.81	\$ -	\$ 3,628.81
EARLEY, MICHAEL	\$ 1,425.00	\$ -	\$ 1,425.00
EARLY, PAUL D.	\$ 79,573.88	\$ -	\$ 79,573.88
EDGERTON, EAMON M.	\$ 76,354.72	\$ 2,985.54	\$ 79,340.26
ELDRINGHOFF, MARY S.	\$ 86,565.61	\$ 987.24	\$ 87,552.85
ELWELL, JOANNE M.	\$ 23,537.02	\$ 9,698.99	\$ 33,236.01
ENGELKEN, MELISSA A.	\$ 18,027.51	\$ 2,124.24	\$ 20,151.75
ENGELS, THOMAS	\$ 140.00	\$ -	\$ 140.00
ENOS, BIANCA L.	\$ 875.00	\$ -	\$ 875.00
ENOS, TERESA A.	\$ 65,940.06	\$ 206.07	\$ 66,146.13
ESKENAS, BETH A.	\$ 3,151.63	\$ -	\$ 3,151.63
EVANGELISTA, JOANNA N.	\$ 15,139.69	\$ -	\$ 15,139.69
EWALD, GERALDINE	\$ 67.86	\$ -	\$ 67.86
EWEN, DAVID K.	\$ 150.00	\$ -	\$ 150.00
FABIANO, WILLIAM J. JR	\$ 63,682.48	\$ 10,529.34	\$ 74,211.82
FAGAN, ELIZABETH J.	\$ 18,181.08	\$ -	\$ 18,181.08
FAGAN, JUNE E.	\$ 71,175.02	\$ -	\$ 71,175.02
FALLON, SUSAN	\$ 385.00	\$ -	\$ 385.00
FARNHAM, JAYNE	\$ 87,033.81	\$ -	\$ 87,033.81
FARNHAM, MARK	\$ 5,565.00	\$ -	\$ 5,565.00
FAY, DIANE J.	\$ 1,562.50	\$ -	\$ 1,562.50
FELLOWS, CHRISTINE L.	\$ 5,835.46	\$ -	\$ 5,835.46
FERRARA, SANDRA M.	\$ 74,451.71	\$ -	\$ 74,451.71
FERREIRA, ELENA R.	\$ 6,456.75	\$ -	\$ 6,456.75
FERREIRA, KAREN A.	\$ 84,553.46	\$ -	\$ 84,553.46
FERRY, CAROL K.	\$ 1,661.10	\$ -	\$ 1,661.10
FILIBERTO, SARAH A.	\$ 58,189.61	\$ 3,610.14	\$ 61,799.75
FINN, BRIAN J.	\$ 21,699.09	\$ -	\$ 21,699.09
FINNEGAN, MATTHEW	\$ 500.00	\$ -	\$ 500.00
FINNEGAN, STACEY M.	\$ 757.02	\$ -	\$ 757.02
FINNERAN, EDWARD	\$ 57,889.18	\$ 3,428.28	\$ 61,317.46
FINNIH, TITILOPE	\$ 2,250.00	\$ -	\$ 2,250.00
FITZGERALD, JUDITH I.	\$ 5,251.00	\$ -	\$ 5,251.00
FLAMMIA, SUZANNE A.	\$ 3,527.35	\$ -	\$ 3,527.35
FLANAGAN, CONOR O.	\$ 38,152.85	\$ 4,583.14	\$ 42,735.99
FLORES, JASMIN I.	\$ 330.00	\$ -	\$ 330.00
FLORINO, SAMANTHA	\$ 1,314.09	\$ -	\$ 1,314.09
FLYNN, DARLENE	\$ 1,833.66	\$ -	\$ 1,833.66

FOLEY, COLIN	\$ 140.00	\$ -	\$ 140.00
FOLLETT, THERESA	\$ 75,986.56	\$ 24.03	\$ 76,010.59
FORAN, ROBIN M.	\$ 22,577.25	\$ 1,172.30	\$ 23,749.55
FORTI, MELANIE C.	\$ 1,155.45	\$ -	\$ 1,155.45
FORTUNATO, PETER F.	\$ 57,889.18	\$ 17,885.88	\$ 75,775.06
FOSTER, JAMES G.	\$ 768.75	\$ -	\$ 768.75
FOWLER, JUNE	\$ 43,459.62	\$ -	\$ 43,459.62
FOYE, BRANDON B.	\$ 73,942.01	\$ 704.88	\$ 74,646.89
FRANCIS, DENNIS G.	\$ 2,499.96	\$ -	\$ 2,499.96
FRANCISCO-MARSH, LYNN M.	\$ 80,589.65	\$ 500.28	\$ 81,089.93
FRANK, JOSEPH C.	\$ 65,721.65	\$ 973.16	\$ 66,694.81
FRANKHOUSE, ANDREW	\$ 1,800.00	\$ -	\$ 1,800.00
FRASSA, ANDREW P.	\$ 817.02	\$ -	\$ 817.02
FREEDMAN, KAREN M.	\$ 46,359.65	\$ 10,941.25	\$ 57,300.90
FRISELLA, LEONARDO G.	\$ 1,299.60	\$ -	\$ 1,299.60
FROIO, CHERYL	\$ 17,462.26	\$ 762.44	\$ 18,224.70
FRONDUTO, STEPHANIE R.	\$ 70.00	\$ -	\$ 70.00
FROST, SANDRA J.	\$ 73,451.75	\$ 324.03	\$ 73,775.78
FULLER, JAN H.	\$ 115,058.84	\$ -	\$ 115,058.84
FULLER, WILLIAM F.	\$ 70,153.09	\$ 272.34	\$ 70,425.43
FULLERTON, JUNE	\$ 186.88	\$ -	\$ 186.88
GAGNE, CATHERINE M.	\$ 77,286.94	\$ 192.24	\$ 77,479.18
GAGNON, CHRISTOPHER J.	\$ 80,499.65	\$ 795.00	\$ 81,294.65
GAGNON, KIM M.	\$ 77,520.46	\$ 221.72	\$ 77,742.18
GAHAGAN, BRADLEY R.	\$ 4,807.68	\$ 17.45	\$ 4,825.13
GALE, PATRICIA A.	\$ 17,559.88	\$ 30,447.03	\$ 48,006.91
GALLIFORD, CAROL A.	\$ 1,739.16	\$ -	\$ 1,739.16
GALLIGAN, PATRICK J.	\$ 74,451.71	\$ 1,153.44	\$ 75,605.15
GALLO, CAROLE A.	\$ 91,907.77	\$ 499.18	\$ 92,406.95
GALUSHA, SHELLY A.	\$ 70,766.24	\$ -	\$ 70,766.24
GANNEM, JASMINE F.	\$ 2,706.00	\$ -	\$ 2,706.00
GARCIA, JONATHAN W.	\$ 200.00	\$ -	\$ 200.00
GARVEY, JOANNE M.	\$ 9,804.24	\$ -	\$ 9,804.24
GAUDETTE, ANNA P.	\$ 15,589.28	\$ 16,468.68	\$ 32,057.96
GENDRON, JAMIE D.	\$ 48,515.59	\$ 19,235.87	\$ 67,751.46
GEORGOPOULOS, SANDRA J.	\$ 9,412.80	\$ -	\$ 9,412.80
GERENZ, CATHERINE M.	\$ 70,577.40	\$ 288.36	\$ 70,865.76
GERMAIN, HOLLY A.	\$ 66,722.77	\$ -	\$ 66,722.77
GERRISH, MARY T.	\$ 48,175.01	\$ -	\$ 48,175.01
GERRY, AMANDA C.	\$ 10,154.59	\$ -	\$ 10,154.59
GIBSON, KEVIN J.	\$ 76,532.41	\$ -	\$ 76,532.41
GILLESPIE, JENNIFER L.	\$ 73,451.75	\$ 320.40	\$ 73,772.15
GILLESPIE, MICHAEL W.	\$ 67,906.32	\$ 1,800.00	\$ 69,706.32
GILLETTE MANNA, BARBARA J.	\$ 67,014.88	\$ -	\$ 67,014.88
GILLOTTE, KAREN M.	\$ 17,559.88	\$ 21,777.43	\$ 39,337.31
GILLOTTE, SARAH	\$ 74,975.12	\$ 1,186.08	\$ 76,161.20
GISETTO, LUIGI A.	\$ 39,617.96	\$ 12,250.07	\$ 51,868.03
GIZZI, GOLDIE E.	\$ 90.00	\$ -	\$ 90.00
GLASS, DEBRA J.	\$ 69,405.42	\$ -	\$ 69,405.42
GLIDDEN, BRIAN R.	\$ 39,547.97	\$ 986.21	\$ 40,534.18
GODFROY, CHRISINA M.	\$ 1,590.00	\$ -	\$ 1,590.00
GOMES, MELISSA C.	\$ 1,352.80	\$ -	\$ 1,352.80

GORDON, JANET P.	\$ 75,159.67	\$ 3,271.50	\$ 78,431.17
GOSSE, WILLIAM R.	\$ 3,550.00	\$ -	\$ 3,550.00
GOUTHRO, BRIAN M.	\$ 73,797.89	\$ 352.44	\$ 74,150.33
GRAASKAMP, DOROTHY A.	\$ 87,442.59	\$ 1,622.04	\$ 89,064.63
GRAFFEO, COURTNEY P.	\$ 1,355.65	\$ -	\$ 1,355.65
GRAFFEO, DEREK	\$ 270.00	\$ -	\$ 270.00
GRAFFEO, STEPHANIE N.	\$ 1,042.47	\$ -	\$ 1,042.47
GRAHAM, DONNA	\$ 72,300.08	\$ 1,590.65	\$ 73,890.73
GRANT, JANE	\$ 15,489.20	\$ 200.00	\$ 15,689.20
GRAVALLESE, ANTHONY	\$ 2,265.00	\$ -	\$ 2,265.00
GRAVEL, JAMES S.	\$ 30,472.31	\$ 6,699.58	\$ 37,171.89
GRAVES, GLORIA J.	\$ 80,945.02	\$ -	\$ 80,945.02
GREENE, ALEXANDRA T.	\$ 710.23	\$ -	\$ 710.23
GRIFFIN, JENNIFER L.	\$ 1,791.66	\$ -	\$ 1,791.66
GUIDA, ALYSSA R.	\$ 1,100.00	\$ -	\$ 1,100.00
GUIDA, MARIE L.	\$ 13,870.12	\$ 10,391.91	\$ 24,262.03
GUSTIN, JOANNE M.	\$ 4,703.92	\$ -	\$ 4,703.92
HAKALA, ROBYN D.	\$ 67,054.53	\$ 128.16	\$ 67,182.69
HALLORAN, GAIL A.	\$ 1,300.00	\$ -	\$ 1,300.00
HAMILTON, GAIL M.	\$ 61,716.10	\$ 22,130.81	\$ 83,846.91
HAMLIN, MARK R.	\$ 45,632.66	\$ 15,135.08	\$ 60,767.74
HAMLIN, JOYCE G.	\$ 1,495.00	\$ -	\$ 1,495.00
HANKINS, JENNIFER A.	\$ 1,250.00	\$ -	\$ 1,250.00
HANLEY, KAITLIN M.	\$ 38,759.89	\$ 861.24	\$ 39,621.13
HANSBERRY, BONITA	\$ 93,272.15	\$ 1,552.20	\$ 94,824.35
HARDACRE, LYNNE	\$ 82,066.04	\$ 342.24	\$ 82,408.28
HARMS, JESSICA L.	\$ 40,791.50	\$ 4,540.17	\$ 45,331.67
HARNE, DAVID R.	\$ 55,332.90	\$ 5,610.00	\$ 60,942.90
HARRINGTON, DAVID F.	\$ 42,996.54	\$ 3,434.59	\$ 46,431.13
HARRINGTON, JULIA	\$ 2,883.60	\$ -	\$ 2,883.60
HART, WILLIAM J.	\$ 100,808.37	\$ 2,250.00	\$ 103,058.37
HARTNETT, MARTHA	\$ 55,128.65	\$ 300.00	\$ 55,428.65
HAYES, ALLISON	\$ 81,123.76	\$ 224.28	\$ 81,348.04
HAYES, SEAN D.	\$ 2,290.86	\$ -	\$ 2,290.86
HEICHMAN, SUZANNE	\$ 1,443.00	\$ -	\$ 1,443.00
HENRY, KATHLEEN A.	\$ 25,870.86	\$ 19,960.92	\$ 45,831.78
HERNANDEZ, MARINA	\$ 430.00	\$ -	\$ 430.00
HESSION, JOANNE B.	\$ 67,985.21	\$ 239.71	\$ 68,224.92
HEWICK, CLAIRE L.	\$ 673.38	\$ -	\$ 673.38
HICKEY, BRIAN J.	\$ 70,152.30	\$ -	\$ 70,152.30
HIGGINS, JENNIFER	\$ 26,710.14	\$ 1,875.00	\$ 28,585.14
HIGGINS, JODI L.	\$ 74,451.71	\$ 120.15	\$ 74,571.86
HILLSON, KIMBERLY H.	\$ 76,532.41	\$ -	\$ 76,532.41
HIMMEL, CATHERINE M.	\$ 75,986.56	\$ 25.63	\$ 76,012.19
HINES, MARIE E.	\$ 14,104.60	\$ -	\$ 14,104.60
HIRTLE, MARYELLEN	\$ 74,451.71	\$ 176.22	\$ 74,627.93
HODGSON, KAREN M.	\$ 78,036.78	\$ 400.50	\$ 78,437.28
HODNETT, MICHAEL P.	\$ 24,288.49	\$ -	\$ 24,288.49
HOGAN, KAITLIN E.	\$ 5,388.03	\$ 2,831.46	\$ 8,219.49
HOGAN, SUSAN E.	\$ 78,942.57	\$ 1,066.52	\$ 80,009.09
HONDROS, ALEXANDROS C.	\$ 3,550.00	\$ -	\$ 3,550.00
HONYOTSKI, CAROLELISA	\$ 700.00	\$ -	\$ 700.00

HOUDLETTE, CORINA S.	\$ 622.50	\$ -	\$ 622.50
HOUSE, LINDA	\$ 40,276.25	\$ -	\$ 40,276.25
HUGHES, MICHELE A.	\$ 73,451.75	\$ 176.22	\$ 73,627.97
HUNNELL, LEONARD R. JR	\$ 1,085.00	\$ -	\$ 1,085.00
HUNT, PATRICK J.	\$ 1,451.97	\$ -	\$ 1,451.97
HYLAND, LORI	\$ 82,972.15	\$ 240.30	\$ 83,212.45
HYNES, KIM	\$ 75,986.56	\$ 28,273.56	\$ 104,260.12
HYNES, NICOLE B.	\$ 52,345.18	\$ 19,340.47	\$ 71,685.65
HYNES, SCOTT A.	\$ 18,451.32	\$ 14,829.00	\$ 33,280.32
IANDOLI, AMY	\$ 2,633.40	\$ -	\$ 2,633.40
IANNACCI, JENNIFER L.	\$ 743.88	\$ -	\$ 743.88
IANNACCI, LYNN	\$ 21,513.74	\$ -	\$ 21,513.74
IENTILE, DEAN A.	\$ 5,907.36	\$ -	\$ 5,907.36
IMPERILLO, KRISTIN S.	\$ 40,638.69	\$ 3,712.50	\$ 44,351.19
IMPINK, PAIGE F.	\$ 2,318.13	\$ -	\$ 2,318.13
IRELAND, VIKKI M.	\$ 91,700.20	\$ 476.22	\$ 92,176.42
JACOBS, SHARON M.	\$ 33,113.50	\$ 3,080.93	\$ 36,194.43
JACOBSEN, BREE D.	\$ 38,712.91	\$ 32.04	\$ 38,744.95
JAGLA, BARBARA J.	\$ 2,700.10	\$ -	\$ 2,700.10
JARDIN, AUGUST P.	\$ 5,032.72	\$ -	\$ 5,032.72
JENNINGS, MICHELLE M.	\$ 33,087.26	\$ -	\$ 33,087.26
JOHNSON, ANDREE T.	\$ 82,123.72	\$ -	\$ 82,123.72
JOHNSON, DEANNA	\$ 2,368.33	\$ -	\$ 2,368.33
JOHNSON, GAIL E.	\$ 53,724.32	\$ 10,152.45	\$ 63,876.77
JOHNSON, SHAUN E.	\$ 270.00	\$ -	\$ 270.00
JOHNSTON, KIMBERLY T.	\$ 82,897.58	\$ 5,166.01	\$ 88,063.59
JONES, WILLIAM R.	\$ 21,188.48	\$ -	\$ 21,188.48
JOYAL, RACHEL E.	\$ 2,029.20	\$ -	\$ 2,029.20
JOYCE, BARBARA C.	\$ 50,845.20	\$ -	\$ 50,845.20
JOYCE, JOSEPHINE A.	\$ 2,181.26	\$ -	\$ 2,181.26
JOYCE, KATHRYN R.	\$ 1,140.00	\$ -	\$ 1,140.00
JOYCE, KELLY	\$ 4,802.58	\$ 270.56	\$ 5,073.14
KAKLEAS, KATHY A.	\$ 13,046.79	\$ 7,502.24	\$ 20,549.03
KALAJIAN, NANCY M.	\$ 85,140.63	\$ 24.03	\$ 85,164.66
KALARITES, MARCIA A.	\$ 71,812.50	\$ 192.24	\$ 72,004.74
KAPUST, MARY E.	\$ 23,537.02	\$ 429.94	\$ 23,966.96
KARAMOURTOPOULOS, MARY J.	\$ 9,123.39	\$ -	\$ 9,123.39
KARLBERG, ROSEANN	\$ 3,596.78	\$ -	\$ 3,596.78
KASPRZAK, STEVEN J.	\$ 7,779.87	\$ 8,566.00	\$ 16,345.87
KAWALSKI, PATRICIA	\$ 1,262.42	\$ -	\$ 1,262.42
KAY, IAN A.	\$ 29,992.12	\$ -	\$ 29,992.12
KEARNS, JOANNE	\$ 43,459.67	\$ -	\$ 43,459.67
KEARNS, PATRICIA J.	\$ 35,637.49	\$ 50.00	\$ 35,687.49
KEDDIE, PATRICIA A.	\$ 53,978.36	\$ 352.44	\$ 54,330.80
KEEFE, CHERYL	\$ 3,108.01	\$ -	\$ 3,108.01
KEELEY, BONNIE	\$ 10,165.00	\$ -	\$ 10,165.00
KEENE, RICHARD A.	\$ 750.00	\$ -	\$ 750.00
KELICH, PETER T.	\$ 3,570.00	\$ -	\$ 3,570.00
KELLEHER, MARY J.	\$ 79,621.30	\$ 2,825.28	\$ 82,446.58
KELLEY, CYNTHIA J.	\$ 1,495.21	\$ -	\$ 1,495.21
KELLEY, LOUISE E.	\$ 185.02	\$ -	\$ 185.02
KELLY, JENNIFER T.	\$ 76,870.04	\$ 192.24	\$ 77,062.28

KENNEY, ELEANOR C.	\$ 575.00	\$ -	\$ 575.00
KIMBLE, ANGELA D.	\$ 97,852.04	\$ -	\$ 97,852.04
KING, DONNA	\$ 3,474.82	\$ -	\$ 3,474.82
KIRBY, RICHARD J. JR	\$ 100.00	\$ -	\$ 100.00
KLING, JOYCE	\$ 10,134.94	\$ -	\$ 10,134.94
KOSIBA, KRISTEN D.	\$ 79,203.28	\$ 640.80	\$ 79,844.08
KRAYTENBERG, DEBRA J.	\$ 56,282.28	\$ 4,880.00	\$ 61,162.28
KRUSPER, SARA	\$ 1,190.25	\$ -	\$ 1,190.25
KULESZA, DAVID J.	\$ 2,800.00	\$ -	\$ 2,800.00
LABRIE, LAURA E.	\$ 67,938.32	\$ 2,451.06	\$ 70,389.38
LACERDA, MINA N.	\$ 1,921.86	\$ -	\$ 1,921.86
LAFLAMME, KAILEY A.	\$ 58,192.18	\$ 128.16	\$ 58,320.34
LAITINEN, SUSAN J.	\$ 3,137.84	\$ -	\$ 3,137.84
LAMARCHE, PATRICK B.	\$ 4,642.75	\$ 373.08	\$ 5,015.83
LAMBERT, MEREDITH L.	\$ 1,285.76	\$ -	\$ 1,285.76
LANE, JAIME A.	\$ 80,589.65	\$ 128.16	\$ 80,717.81
LANE, MELISSA J.	\$ 26,233.38	\$ 805.00	\$ 27,038.38
LANGHAM, DONELL F.	\$ 35,695.91	\$ 7,131.23	\$ 42,827.14
LANGLAIS, RENEE M.	\$ 75,332.74	\$ 224.28	\$ 75,557.02
LANGONE, DEBRA	\$ 15,762.06	\$ -	\$ 15,762.06
LANGONE, EMILY R.	\$ 1,382.49	\$ -	\$ 1,382.49
LAPERRIERE, LISA M.	\$ 7,109.21	\$ -	\$ 7,109.21
LAPIERRE, NICOLE G.	\$ 83,489.63	\$ 961.20	\$ 84,450.83
LAROCQUE, JANICE L.	\$ 54,857.40	\$ -	\$ 54,857.40
LAZZARA, MARY E.	\$ 80,037.14	\$ 12,667.15	\$ 92,704.29
LE, BRENDEN	\$ 59,384.52	\$ 500.07	\$ 59,884.59
LEALDINI-DUDLEY, MARIA G.	\$ 74,402.24	\$ 1,814.28	\$ 76,216.52
LEE, KATHLEEN M.	\$ 6,778.75	\$ -	\$ 6,778.75
LEFEBVRE, ALAN D.	\$ 19,657.40	\$ 2,574.96	\$ 22,232.36
LEGVOLD, CHARITY	\$ 57,889.18	\$ 296.37	\$ 58,185.55
LEMELIN, HELEN J.	\$ 122.16	\$ -	\$ 122.16
LENNON, CAROL A.	\$ 22,253.48	\$ 3,691.90	\$ 25,945.38
LEVINS, SHELBY M.	\$ 2,514.00	\$ -	\$ 2,514.00
LIBBY, DAVID A.	\$ 108,667.00	\$ 5,849.66	\$ 114,516.66
LIBBY, JESSICA C.	\$ 700.00	\$ -	\$ 700.00
LIBBY, JULIA R.	\$ 720.00	\$ -	\$ 720.00
LIBBY, SAMUEL K.	\$ 3,704.78	\$ -	\$ 3,704.78
LIGHTFOOT, TIMOTHY M.	\$ 1,589.00	\$ -	\$ 1,589.00
LINDSEY, EILEEN M.	\$ 76,866.64	\$ 3,051.25	\$ 79,917.89
LINGAREDDY, SIVAMARUTHI K.	\$ 1,352.80	\$ -	\$ 1,352.80
LINSKEY, JOANNE L.	\$ 6,870.00	\$ -	\$ 6,870.00
LINSKEY, KATIE E.	\$ 2,045.52	\$ -	\$ 2,045.52
LISIECKI, EMILY J.	\$ 703.08	\$ -	\$ 703.08
LONG, ANDREW J.	\$ 92,760.08	\$ 1,999.92	\$ 94,760.00
LOOSEN, MARY	\$ 76,532.41	\$ -	\$ 76,532.41
LOTTI, CASEY M.	\$ 2,226.78	\$ -	\$ 2,226.78
LUPPI, ALLISON K.	\$ 1,273.00	\$ -	\$ 1,273.00
LUPPI, DIANE M.	\$ 6,005.03	\$ -	\$ 6,005.03
LUPPI, MEGAN S.	\$ 131.04	\$ -	\$ 131.04
LUSSIER, PAMELA	\$ 18,421.74	\$ 1,607.64	\$ 20,029.38
LYNCH, JOAN	\$ 86,379.99	\$ 1,073.34	\$ 87,453.33
LYONS, JOHN L.	\$ 107,416.92	\$ -	\$ 107,416.92

MACDONALD, KATHLEEN A.	\$ 7,192.69	\$ -	\$ 7,192.69
MACDONALD, MARY R.	\$ 6,577.00	\$ -	\$ 6,577.00
MACFARLANE, NATASHA	\$ 54,919.98	\$ 1,415.40	\$ 56,335.38
MACHANE, JANA	\$ 5,592.94	\$ -	\$ 5,592.94
MACKEEN, JESSICA	\$ 6,563.69	\$ -	\$ 6,563.69
MACKENZIE, FRANK A.	\$ 24,820.74	\$ -	\$ 24,820.74
MACLAREN-KELLEY, JENNIFER L.	\$ 867.03	\$ -	\$ 867.03
MACLEOD, KATHLEEN	\$ 66,298.73	\$ -	\$ 66,298.73
MACMULLIN, ANDREA M.	\$ 72,902.97	\$ 2,168.34	\$ 75,071.31
MACNEIL, LAUREEN	\$ 4,435.00	\$ -	\$ 4,435.00
MADDALENI, ASHLEY L.	\$ 1,590.00	\$ -	\$ 1,590.00
MAHONEY, ALBERT	\$ 5,113.64	\$ -	\$ 5,113.64
MAHONEY, EILEEN M.	\$ 3,136.63	\$ -	\$ 3,136.63
MAIA, PATRICIA G.	\$ 27,537.12	\$ -	\$ 27,537.12
MALFA, PAULA	\$ 7,132.71	\$ -	\$ 7,132.71
MALLETT, MARILYN J.	\$ 398.83	\$ -	\$ 398.83
MANCE, KIM M.	\$ 427.56	\$ -	\$ 427.56
MANGAN, JOHNNA P.	\$ 384.48	\$ -	\$ 384.48
MANLEY, JAMES II	\$ 68,221.73	\$ -	\$ 68,221.73
MANNETTA, STEPHANIE M.	\$ 849.09	\$ -	\$ 849.09
MANOLOULIS, TYNIA A.	\$ 1,024.80	\$ -	\$ 1,024.80
MARAZZI, MICHELE M.	\$ 10,571.95	\$ -	\$ 10,571.95
MARCELLA, JENNIFER K.	\$ 74,451.71	\$ -	\$ 74,451.71
MARCHAND, JON A.	\$ 75,360.64	\$ 32,729.18	\$ 108,089.82
MARCHAND, JONATHAN E.	\$ 2,483.78	\$ 429.12	\$ 2,912.90
MARCHANT, JACQUELYN	\$ 580.86	\$ -	\$ 580.86
MARGET, LISA G.	\$ 61,770.67	\$ 375.00	\$ 62,145.67
MARSH, MOLLY	\$ 280.00	\$ -	\$ 280.00
MARTEL, GRETCHEN A.	\$ 77,520.46	\$ 820.40	\$ 78,340.86
MARTEL, PATRICIA M.	\$ 68,889.27	\$ 12,675.81	\$ 81,565.08
MARTEL, TAYLOR S.	\$ 1,285.16	\$ -	\$ 1,285.16
MARTIN, AMY M.	\$ 950.00	\$ -	\$ 950.00
MARTIN, DANIEL N.	\$ 52,832.67	\$ 11,804.29	\$ 64,636.96
MASTONE, ANDREW J.	\$ 19,657.40	\$ 11,357.00	\$ 31,014.40
MATRANGA, ERICA	\$ 18,177.39	\$ 10,488.02	\$ 28,665.41
MATTHEWS, SHERI L.	\$ 113,602.45	\$ 2,826.58	\$ 116,429.03
MAXFIELD, ROGER N. III	\$ 42,822.32	\$ -	\$ 42,822.32
MCANDREWS, PATRICK F.	\$ 74,451.71	\$ 380.00	\$ 74,831.71
MCARDLE, KEVIN P.	\$ 27,233.39	\$ 400.00	\$ 27,633.39
MCCABE, ROBERT F.	\$ 6,124.48	\$ 5,470.00	\$ 11,594.48
MCCANN, JOSEPH F.	\$ 34,588.90	\$ -	\$ 34,588.90
MCCLELLAN, JESSICA L.	\$ 19,785.15	\$ 1,100.00	\$ 20,885.15
MCCORMICK, ANNMARIE	\$ 42,359.60	\$ 11,342.54	\$ 53,702.14
MCCULLOCK, BRIAN R.	\$ 2,386.00	\$ -	\$ 2,386.00
MCDERMOTT, BETH A.	\$ 17,559.88	\$ 2,333.33	\$ 19,893.21
MCGAFFIGAN, DEREK	\$ 45.00	\$ -	\$ 45.00
MCGINN, MARYBETH	\$ 80,448.19	\$ 160.20	\$ 80,608.39
MCGRATH, MICHELLE L.	\$ 75,986.56	\$ 208.26	\$ 76,194.82
MCGREGOR FAY, ANNE B.	\$ 64,945.37	\$ -	\$ 64,945.37
MCINNES, JUDI K.	\$ 97,674.98	\$ 500.00	\$ 98,174.98
MCISAAC, ROBERT L.	\$ 11,867.53	\$ 1,650.00	\$ 13,517.53
MCKENNA, JOEL B.	\$ 63,574.64	\$ 7,110.68	\$ 70,685.32

MCLAUGHLIN, FRANCIS P.	\$ 570.00	\$ -	\$ 570.00
MCLAUGHLIN, KAYLA M.	\$ 21,132.14	\$ 150.00	\$ 21,282.14
MCLAUGHLIN, MARIA L.	\$ 33,866.92	\$ 463.71	\$ 34,330.63
MCLAUGHLIN, SUZANNE E.	\$ 453.40	\$ -	\$ 453.40
MCNEIL, SUSAN M.	\$ 2,814.78	\$ -	\$ 2,814.78
MCQUESTEN, LINDSEY	\$ 300.00	\$ -	\$ 300.00
MEDEIROS, ELIZABETH	\$ 823.50	\$ -	\$ 823.50
MEEKER, ALEXANDRA E.	\$ 79,841.49	\$ -	\$ 79,841.49
MELLO, MARGARET J.	\$ 5,885.00	\$ -	\$ 5,885.00
MELLONI, MARY JO	\$ 6,788.32	\$ -	\$ 6,788.32
MELLY, CHARLAINE L.	\$ 46,750.59	\$ 300.00	\$ 47,050.59
MELO, SARA J.	\$ 90.00	\$ -	\$ 90.00
MEMMOLO, GAIL J.	\$ 1,860.33	\$ -	\$ 1,860.33
MERCIER, KELLY E.	\$ 37,566.25	\$ 3,350.88	\$ 40,917.13
MERRILL, CONNOR A.	\$ 1,504.99	\$ -	\$ 1,504.99
MERRILL, JENNIFER A.	\$ 65,101.98	\$ 3,643.75	\$ 68,745.73
MERRILL, KAILEIGH R.	\$ 862.42	\$ -	\$ 862.42
MERRY, DANIEL J.	\$ 73,451.75	\$ 7,100.00	\$ 80,551.75
MEUSE, BRENDA L.	\$ 72,661.69	\$ 133.29	\$ 72,794.98
MEUSE, PATRICIA M.	\$ 55,456.44	\$ 100.00	\$ 55,556.44
MEUSE, SUSAN A.	\$ 46,473.70	\$ 6,140.00	\$ 52,613.70
MEZIANE, JOANNE L.	\$ 73,451.75	\$ -	\$ 73,451.75
MIANO, DENISE	\$ 12,872.93	\$ 348.54	\$ 13,221.47
MIDDLETON, JUDITH A.	\$ 74,451.71	\$ -	\$ 74,451.71
MILLER, JAYNE W.	\$ 1,458.31	\$ -	\$ 1,458.31
MILLER, SANDRA H.	\$ 48,840.41	\$ 1,223.59	\$ 50,064.00
MINER, SUSAN J.	\$ 1,270.40	\$ -	\$ 1,270.40
MIRANDA, SHANNON M.	\$ 77,465.71	\$ 320.40	\$ 77,786.11
MOFFAT, DAVID S.	\$ 76,395.18	\$ 4,469.58	\$ 80,864.76
MOLEA, TERESA C.	\$ 24,380.40	\$ 1,731.82	\$ 26,112.22
MOLLOY, PETER M.	\$ 73,624.82	\$ 17,378.55	\$ 91,003.37
MONAHAN, MICHAEL G.	\$ 1,112.58	\$ -	\$ 1,112.58
MOONEY, DONNA B.	\$ 2,282.75	\$ -	\$ 2,282.75
MOORER, SUSAN M.	\$ 64,945.37	\$ 160.20	\$ 65,105.57
MORIN, GABRIELLE N.	\$ 17,934.93	\$ -	\$ 17,934.93
MORRILL, BRIAN J.	\$ 115.00	\$ -	\$ 115.00
MORRILL, KATHLEEN A.	\$ 75,159.67	\$ 22,442.04	\$ 97,601.71
MORRILL, THOMAS A. JR	\$ 80,645.38	\$ 19,911.64	\$ 100,557.02
MORRIN, KARI	\$ 6,435.00	\$ -	\$ 6,435.00
MORRISSEY, ERIN N.	\$ 3,949.11	\$ -	\$ 3,949.11
MORRISSEY, JOANNE M.	\$ 87,127.63	\$ 32.04	\$ 87,159.67
MORSE, TINA	\$ 340.00	\$ -	\$ 340.00
MOSHER, LAUREN P.	\$ 1,275.00	\$ -	\$ 1,275.00
MOYETTE, TAYLOR J.	\$ 7,779.87	\$ 240.00	\$ 8,019.87
MROZOWSKI, JENNIFER	\$ 86,183.28	\$ 1,073.16	\$ 87,256.44
MUGFORD, DEBRALEE	\$ 68,544.32	\$ -	\$ 68,544.32
MUISE, KEVIN J.	\$ 73,451.75	\$ 428.16	\$ 73,879.91
MULLOY, SHERI F.	\$ 74,451.71	\$ 174.03	\$ 74,625.74
MULNO, SUSAN	\$ 75,332.74	\$ 348.06	\$ 75,680.80
MUNN GRIFFIN, BETH	\$ 184.23	\$ -	\$ 184.23
MURAVYEV, VIKTOR	\$ 19,017.36	\$ 8,593.92	\$ 27,611.28
MURPHY, ERIN	\$ 6,283.71	\$ 2,682.02	\$ 8,965.73

MURPHY, JACLYN A.	\$ 71,354.28	\$ -	\$ 71,354.28
MURPHY, LAURIE A.	\$ 280.00	\$ -	\$ 280.00
MURRAY, KARA M.	\$ 76,218.71	\$ 70.00	\$ 76,288.71
MUSCOLINO, ELIZABETH	\$ 39,672.73	\$ 4,035.42	\$ 43,708.15
NADEAU-HAMEL, DENISE M.	\$ 72,029.14	\$ 954.48	\$ 72,983.62
NAGLE, CHRISTOPHER P.	\$ 1,625.00	\$ -	\$ 1,625.00
NAHLIK, STEVEN G.	\$ 70,766.24	\$ 2,035.04	\$ 72,801.28
NAPOLI, PATRICIA A.	\$ 36,007.57	\$ -	\$ 36,007.57
NASTASI, MARIELLEN A.	\$ 80,998.43	\$ 106.69	\$ 81,105.12
NAVETTA, CAROL M.	\$ 85,800.40	\$ 7,428.04	\$ 93,228.44
NELSON, JEFFREY	\$ 1,750.00	\$ -	\$ 1,750.00
NEWELL, JAMIE	\$ 16,310.40	\$ -	\$ 16,310.40
NICHOLSON, DALE E.	\$ 48,821.68	\$ -	\$ 48,821.68
NICKERSON, DIANE	\$ 6,565.04	\$ -	\$ 6,565.04
NILES, EMILY A.	\$ 50,834.90	\$ 13,273.20	\$ 64,108.10
NILES, MILDRED	\$ 1,940.75	\$ -	\$ 1,940.75
NIX, JULIA R.	\$ 55,773.06	\$ 11,240.23	\$ 67,013.29
NOBERINI, JAIME L.	\$ 64,323.29	\$ -	\$ 64,323.29
NOEL, EMILY A.	\$ 27,369.95	\$ 1,457.04	\$ 28,826.99
NORDSTROM, KAREN M.	\$ 3,525.67	\$ -	\$ 3,525.67
NORTON, PAUL E.	\$ 4,918.00	\$ -	\$ 4,918.00
NOWAK, MICHELE	\$ 2,205.88	\$ -	\$ 2,205.88
NUNES, ANDREW	\$ 474.00	\$ -	\$ 474.00
OBERG, TERESA M.	\$ 23,137.00	\$ 1,519.79	\$ 24,656.79
O'BRIEN, CHRISTIAN S.	\$ 45,694.86	\$ 6,603.77	\$ 52,298.63
OBRIEN, JOANNE	\$ 25,000.01	\$ -	\$ 25,000.01
OBRIEN, LYNDIA S.	\$ 140.00	\$ -	\$ 140.00
OCONNOR, JOHN E.	\$ 185,165.95	\$ -	\$ 185,165.95
O'DONNELL, LINDA J.	\$ 1,504.20	\$ -	\$ 1,504.20
OHARE, NANCY J.	\$ 35,720.13	\$ 7,640.20	\$ 43,360.33
OHARE, SEAN P.	\$ 162.00	\$ -	\$ 162.00
OKEEFE, KRISTIN M.	\$ 222.50	\$ -	\$ 222.50
OKEEFE, STEPHEN J.	\$ 5,565.00	\$ -	\$ 5,565.00
OLEARY, SHANNON M.	\$ 4,535.00	\$ -	\$ 4,535.00
OLEVSKY, TIMOTHY M.	\$ 69,562.47	\$ -	\$ 69,562.47
OLIVER, HANNAH	\$ 1,504.99	\$ -	\$ 1,504.99
ONG, DENNIS	\$ 4,062.69	\$ -	\$ 4,062.69
OSBORNE, ANDREW L.	\$ 770.00	\$ -	\$ 770.00
OSBORNE, M EILEEN T.	\$ 102,603.41	\$ 7,900.07	\$ 110,503.48
OSBORNE, MARY H.	\$ 253.91	\$ -	\$ 253.91
OSTERBERG, ROY	\$ 44,254.40	\$ 150.00	\$ 44,404.40
OTIS, JAMES A.	\$ 65,481.85	\$ 795.00	\$ 66,276.85
PACINI, KATELYN M.	\$ 9,090.73	\$ 45.00	\$ 9,135.73
PACKARD, DANIEL S.	\$ 28,046.32	\$ 32.04	\$ 28,078.36
PAGE, RONALD G.	\$ 41,995.15	\$ 6,538.54	\$ 48,533.69
PALANGE, ALISSA M.	\$ 50,564.24	\$ 598.56	\$ 51,162.80
PALLADINO, KATHRYN E.	\$ 70,812.93	\$ 2,809.32	\$ 73,622.25
PALMER, JARYD	\$ 11,872.83	\$ -	\$ 11,872.83
PALUMBO, PILAR	\$ 770.48	\$ -	\$ 770.48
PAOLINI, ROBERT A.	\$ 7,740.00	\$ -	\$ 7,740.00
PAPAGEORGIOU, JEANNE M.	\$ 2,577.00	\$ -	\$ 2,577.00
PAPHITIS, ALEXANDER	\$ 3,811.20	\$ -	\$ 3,811.20

PAQUETTE, KAITLYN M.	\$ 29,226.86	\$ -	\$ 29,226.86
PAQUIN, PAMELA J.	\$ 916.20	\$ -	\$ 916.20
PARADIS, STACEY A.	\$ 57,889.18	\$ 320.40	\$ 58,209.58
PARENT, LORI	\$ 1,285.16	\$ -	\$ 1,285.16
PARISI, ELIZABETH R.	\$ 7,276.99	\$ -	\$ 7,276.99
PARSONS, NICHOLAS G.	\$ 1,640.00	\$ -	\$ 1,640.00
PATTERSON, ROLAND T.	\$ 46,557.74	\$ 44,341.19	\$ 90,898.93
PAUL, GEORGE S.	\$ 10,850.00	\$ -	\$ 10,850.00
PAULA, EMILY C.	\$ 4,795.06	\$ -	\$ 4,795.06
PELLETIER, RICHARD T.	\$ 114,428.73	\$ -	\$ 114,428.73
PELOQUIN, CYNTHIA S.	\$ 79,818.23	\$ 2,670.96	\$ 82,489.19
PENNEY, KATHLEEN	\$ 1,985.00	\$ -	\$ 1,985.00
PENZA, FREDERICK W.	\$ 1,290.00	\$ -	\$ 1,290.00
PERKINS, MARGARET L.	\$ 56,285.59	\$ 993.24	\$ 57,278.83
PETERSON, ASHLEY S.	\$ 53,338.26	\$ 795.04	\$ 54,133.30
PETHERBRIDGE, AURELIE N.	\$ 734.83	\$ -	\$ 734.83
PETHERBRIDGE, WILLIAM L.	\$ 2,365.60	\$ -	\$ 2,365.60
PETILLI, SHIRLEY	\$ 75.00	\$ -	\$ 75.00
PETRIE, KRISTINA H.	\$ 8,603.84	\$ 7,812.59	\$ 16,416.43
PETRIE, MARY	\$ 57,889.18	\$ 2,890.86	\$ 60,780.04
PIERCE, SHARON E.	\$ 2,290.40	\$ -	\$ 2,290.40
PODZYCKI, DENISE V.	\$ 5,784.94	\$ -	\$ 5,784.94
POLICELLI, ANN M.	\$ 1,658.25	\$ -	\$ 1,658.25
POLIMENO, KRISTEN M.	\$ 2,833.32	\$ -	\$ 2,833.32
POLLOCK, AMANDA	\$ 7,580.39	\$ 135.00	\$ 7,715.39
PORCARO, CHELSEE D.	\$ 2,030.44	\$ -	\$ 2,030.44
PORCARO, CHERYL	\$ 81,890.86	\$ 300.00	\$ 82,190.86
POWERS, STEPHEN M.	\$ 224.00	\$ -	\$ 224.00
PRENDABLE, CORYANA M.	\$ 6,566.63	\$ -	\$ 6,566.63
PRICE, JENNIFER G.	\$ 76,693.57	\$ 344.43	\$ 77,038.00
PRINDIVILLE, SAMANTHA C.	\$ 795.00	\$ -	\$ 795.00
PRINGLE, JAMES R.	\$ 75,986.56	\$ 2,723.40	\$ 78,709.96
PRUSLIN, STEWART	\$ 12,576.96	\$ -	\$ 12,576.96
PUCCIA, LISA J.	\$ 833.32	\$ -	\$ 833.32
PUDDSTER-MCKENNA, BERYL	\$ 54,129.36	\$ -	\$ 54,129.36
PULEO, SHAYLEE J.	\$ 977.76	\$ -	\$ 977.76
PUMA, DUSTINE R.	\$ 78,401.66	\$ -	\$ 78,401.66
QUIGLEY, PAUL A.	\$ 2,435.04	\$ -	\$ 2,435.04
QUINN, TARA M.	\$ 69,310.08	\$ 256.32	\$ 69,566.40
QUINN, TIMOTHY M.	\$ 795.00	\$ -	\$ 795.00
RAFIQ, FAUZIA	\$ 13,753.69	\$ 989.24	\$ 14,742.93
RAMASKA, CINDY D.	\$ 78,810.44	\$ 230.20	\$ 79,040.64
RAND, ANNE L.	\$ 77,187.86	\$ -	\$ 77,187.86
RAUSEO, BENJAMIN F.	\$ 1,513.53	\$ -	\$ 1,513.53
RAUSEO, JEFFERSON M.	\$ 10,142.16	\$ 13,358.48	\$ 23,500.64
RAUSEO, MATTHEW L.	\$ 3,954.13	\$ -	\$ 3,954.13
RAUSEO, MAURA A.	\$ 38,357.63	\$ 5,203.39	\$ 43,561.02
RAY, JAMES L.	\$ 5,911.00	\$ -	\$ 5,911.00
READING, ROBIN	\$ 75,565.51	\$ 1,593.99	\$ 77,159.50
REANEY, ANGELA D.	\$ 55,375.33	\$ 8,000.75	\$ 63,376.08
REBELO, CARLOS	\$ 4,927.38	\$ -	\$ 4,927.38
REES, LAUREN E.	\$ 14,368.75	\$ -	\$ 14,368.75

REGAN, JULIE A.	\$ 6,283.71	\$ 2,297.80	\$ 8,581.51
REINHART, HEIDI E.	\$ 69,585.96	\$ 504.63	\$ 70,090.59
REKKBIE, LINDA	\$ 8,357.62	\$ -	\$ 8,357.62
REPPUCCI, DIANE E.	\$ 13,593.88	\$ -	\$ 13,593.88
REYES, JANET E.	\$ 74,051.24	\$ 2,867.58	\$ 76,918.82
REYNOSO, KELBY	\$ 560.00	\$ -	\$ 560.00
RICCI, ROBERT C.	\$ 602.73	\$ -	\$ 602.73
RICHARD, LISA M.	\$ 25,926.25	\$ -	\$ 25,926.25
RICHARDS, MICHAEL	\$ 511.70	\$ -	\$ 511.70
RIEGER, JUDE C.	\$ 23,884.92	\$ -	\$ 23,884.92
RIGANO, ARIANNA	\$ 5,661.00	\$ -	\$ 5,661.00
RIPLEY, BECKY L.	\$ 3,028.28	\$ -	\$ 3,028.28
RIVERA, MICHELE L.	\$ 44,228.23	\$ -	\$ 44,228.23
ROBERTS, BRITTANY M.	\$ 58,413.25	\$ 300.00	\$ 58,713.25
ROBERTSON, MOLLY A.	\$ 100.00	\$ -	\$ 100.00
ROBICHAUD, ELLEN-DALE	\$ 14,717.44	\$ 523.09	\$ 15,240.53
ROBINSON, ELIZABETH C.	\$ 75,959.63	\$ -	\$ 75,959.63
ROBINSON, MEGAN R.	\$ 70,635.40	\$ 128.16	\$ 70,763.56
RODGERS, KRISTI	\$ 74,039.16	\$ 120.15	\$ 74,159.31
ROGERS, KRISTINA	\$ 80,794.65	\$ 2,133.50	\$ 82,928.15
ROGERS, ROBERT G.	\$ 76,870.04	\$ 320.40	\$ 77,190.44
ROLLKA, PATRICIA J.	\$ 14,527.91	\$ 4,851.22	\$ 19,379.13
ROMANO, KRISTIN C.	\$ 73,624.82	\$ -	\$ 73,624.82
ROMANSKI, MARYANN	\$ 23,537.02	\$ 15,572.97	\$ 39,109.99
ROONEY, CORINNE D.	\$ 42,279.21	\$ 15,260.37	\$ 57,539.58
ROSADO, DOMINIC J.	\$ 185.00	\$ -	\$ 185.00
ROSMARINOFSKI, ALINA	\$ 1,327.73	\$ -	\$ 1,327.73
ROSS, SHAINA J.	\$ 61,549.33	\$ 64.08	\$ 61,613.41
ROSSI, KAREN	\$ 2,348.40	\$ -	\$ 2,348.40
ROUFF, FRANCESCA	\$ 89,828.66	\$ 844.68	\$ 90,673.34
ROWE, KIMBERLY	\$ 3,836.00	\$ -	\$ 3,836.00
RUEST, SALLY J.	\$ 84,300.00	\$ -	\$ 84,300.00
RUSSELL, JORDAN T.	\$ 3,498.00	\$ -	\$ 3,498.00
RUSSO, DOMENIC J.	\$ 3,550.00	\$ -	\$ 3,550.00
RUSSO, KIMBERLY A.	\$ 76,693.57	\$ 332.04	\$ 77,025.61
RYAN, DIANE C.	\$ 25,737.50	\$ -	\$ 25,737.50
RYAN, JULIEANN	\$ 5,585.52	\$ 30.00	\$ 5,615.52
RYAN, LISA M.	\$ 292.32	\$ -	\$ 292.32
RYAN, MACKENZIE	\$ 1,834.56	\$ -	\$ 1,834.56
RYAN, SANDRA	\$ 42,596.34	\$ 5,576.22	\$ 48,172.56
RYAN, SHELLI-AN	\$ 81,320.43	\$ 5,687.74	\$ 87,008.17
RYAN, THOMAS F.	\$ 85.00	\$ -	\$ 85.00
RYSER, PATRICIA A.	\$ 67,111.13	\$ 7,326.40	\$ 74,437.53
SAAD, NICOLE L.	\$ 76,270.20	\$ 460.20	\$ 76,730.40
SABBAG, SUZANNE M.	\$ 5,133.00	\$ -	\$ 5,133.00
SACRAMONE-GREENE, DONNA M.	\$ 65,599.19	\$ 240.30	\$ 65,839.49
SADLER, SHEILA	\$ 75,701.11	\$ 240.30	\$ 75,941.41
SALOIS, PATTI-ANN	\$ 6,283.71	\$ 1,389.74	\$ 7,673.45
SAMLER, LINDA M.	\$ 1,505.88	\$ -	\$ 1,505.88
SANTORO, JOSEPH A. II	\$ 12,795.52	\$ -	\$ 12,795.52
SAPIENZA, JILIAN M.	\$ 33,327.82	\$ 1,435.80	\$ 34,763.62
SARCIONE, KRISTI L.	\$ 75,986.56	\$ 14,024.66	\$ 90,011.22

SAUNDERS, PAUL E.	\$ 3,498.00	\$ -	\$ 3,498.00
SCARPA, DAVID	\$ 340.00	\$ -	\$ 340.00
SCARPA, JADE	\$ 49,322.98	\$ 192.24	\$ 49,515.22
SCARPACI, JOHN J.	\$ 3,546.20	\$ 292.36	\$ 3,838.56
SCHUMAKER, SUSAN E.	\$ 1,698.12	\$ -	\$ 1,698.12
SCIALDONE, KELLY M.	\$ 74,166.53	\$ -	\$ 74,166.53
SCOTT, GINGER L.	\$ 14,527.91	\$ 1,096.68	\$ 15,624.59
SCOTT, SHAWN D.	\$ 5,139.00	\$ -	\$ 5,139.00
SEELEY, AMANDA L.	\$ 52,648.18	\$ 1,481.85	\$ 54,130.03
SELISSEN, JEANNE K.	\$ 77,520.46	\$ 304.38	\$ 77,824.84
SEMENZA, SHANNON R.	\$ 1,231.25	\$ -	\$ 1,231.25
SENCABAUGH, JEREMY S.	\$ 1,221.57	\$ -	\$ 1,221.57
SERINO, JULIE L.	\$ 74,986.60	\$ 416.52	\$ 75,403.12
SESSA, SERGIO	\$ 3,550.00	\$ -	\$ 3,550.00
SHACKELFORD, ERIN J.	\$ 4,445.00	\$ -	\$ 4,445.00
SHAO, DAN	\$ 66,738.71	\$ 185.83	\$ 66,924.54
SHARROCK, MAUREEN	\$ 192.24	\$ -	\$ 192.24
SHEAHAN, KRISTINA A.	\$ 75,426.04	\$ -	\$ 75,426.04
SHEEHAN, ANN B.	\$ 3,559.25	\$ -	\$ 3,559.25
SHEEHAN, COLLEEN M.	\$ 2,867.58	\$ -	\$ 2,867.58
SHEEHAN, KIMBERLY A.	\$ 10,729.45	\$ -	\$ 10,729.45
SHEEHY, LAUREN K.	\$ 61,549.33	\$ 384.48	\$ 61,933.81
SHEPPARD, LORI	\$ 60.00	\$ -	\$ 60.00
SHERMAN, THERESA M.	\$ 405.00	\$ -	\$ 405.00
SHIMKUS, JAMES P.	\$ 42,554.53	\$ 8,625.59	\$ 51,180.12
SHIRKOFF, PAMELA A.	\$ 87,033.81	\$ 16,191.40	\$ 103,225.21
SHIRKOFF, ROBERT	\$ 81,063.27	\$ 320.40	\$ 81,383.67
SHOLL, KATHLEEN T.	\$ 16,464.07	\$ 200.00	\$ 16,664.07
SILVA, BARBARA J.	\$ 3,896.92	\$ -	\$ 3,896.92
SILVA, CHERYL A.	\$ 23,537.02	\$ 1,191.48	\$ 24,728.50
SILVA, MAKAYLA G.	\$ 1,285.16	\$ -	\$ 1,285.16
SILVERIO, MICHELLE	\$ 19,324.26	\$ 32.04	\$ 19,356.30
SIMPSON, JESSICA L.	\$ 29,189.79	\$ 326.92	\$ 29,516.71
SINCLAIR, ELAINE C.	\$ 82,097.89	\$ -	\$ 82,097.89
SKAALAND, CARINA M.	\$ 6,283.71	\$ 2,161.78	\$ 8,445.49
SMALLIDGE, NICOLE	\$ 80,356.13	\$ 3,363.96	\$ 83,720.09
SMITH, DENISE J.	\$ 466.88	\$ -	\$ 466.88
SMITH, MARGARET H.	\$ 913.14	\$ -	\$ 913.14
SMITH, MICHELLE L.	\$ 6,283.71	\$ 199.86	\$ 6,483.57
SMITH-DOCKHAM, ALISSA D.	\$ 73,451.75	\$ 2,883.60	\$ 76,335.35
SMOLINSKY, ANDREA J.	\$ 11,877.12	\$ 1,569.96	\$ 13,447.08
SNOOK, SAVANAH N.	\$ 9,128.43	\$ -	\$ 9,128.43
SOARES, DIANA A.	\$ 1,487.50	\$ -	\$ 1,487.50
SOKOL, SUSAN A.	\$ 4,935.00	\$ -	\$ 4,935.00
SORDILLO, DENISE A.	\$ 3,226.68	\$ -	\$ 3,226.68
SOUZA, FLORENCE F.	\$ 77,786.92	\$ 128.16	\$ 77,915.08
SPATOLA, ASHLEY E.	\$ 47,030.33	\$ 2,881.49	\$ 49,911.82
SPEROS, ELAINE F.	\$ 82,623.70	\$ -	\$ 82,623.70
SPEZZANO, LORI A.	\$ 18,592.59	\$ 10,271.01	\$ 28,863.60
SPEZZANO, TAYLA M.	\$ 240.00	\$ -	\$ 240.00
SPINALE, RENEE	\$ 528.68	\$ -	\$ 528.68
SPOLEN, SUSAN A.	\$ 75,024.51	\$ 160.20	\$ 75,184.71

SPONZO, JODI A.	\$ 16,351.29	\$ -	\$ 16,351.29
SPRINGER, KRISTEN A.	\$ 865.00	\$ -	\$ 865.00
STACK, CATHERINE F.	\$ 74,451.71	\$ 150.00	\$ 74,601.71
STAMP, JASON R.	\$ 99,041.41	\$ 1,281.60	\$ 100,323.01
STAPLES, RICHARD B.	\$ 27,551.07	\$ -	\$ 27,551.07
STARLING, KATHLEEN A.	\$ 23,537.01	\$ 1,956.02	\$ 25,493.03
STONE, KIMBERLY M.	\$ 79,055.48	\$ -	\$ 79,055.48
STRANDBERG, RACHAEL	\$ 73,754.75	\$ 2,152.00	\$ 75,906.75
STRATIS, PATRICIA	\$ 2,167.50	\$ -	\$ 2,167.50
STRICKLER, CHRISTINE	\$ 53,416.16	\$ 1,157.54	\$ 54,573.70
STRONACH, RICHARD J.	\$ 46,257.71	\$ 20,908.84	\$ 67,166.55
SULLIVAN, BARRY T.	\$ 42,554.54	\$ 427.33	\$ 42,981.87
SULLIVAN, CHARLENE A.	\$ 7,336.09	\$ -	\$ 7,336.09
SULLIVAN, JAMES T. JR	\$ 78,014.75	\$ 5,395.25	\$ 83,410.00
SULLIVAN, LAURA L.	\$ 21,135.71	\$ 838.31	\$ 21,974.02
SULLIVAN, SUSAN M.	\$ 86,159.41	\$ 64.08	\$ 86,223.49
SUTHERLAND, HAYLEY K.	\$ 958.86	\$ -	\$ 958.86
SUTHERLAND, LISA M.	\$ 3,745.00	\$ -	\$ 3,745.00
SVENDSEN, MICHAELA	\$ 693.00	\$ -	\$ 693.00
SWANSBURG, KEVIN J.	\$ 795.00	\$ -	\$ 795.00
SYLVESTER, LINDA A.	\$ 7,495.00	\$ -	\$ 7,495.00
TAGGART, JULIE M.	\$ 61,549.33	\$ 344.43	\$ 61,893.76
TAVANTZIS, SAMANTHA	\$ 16,642.71	\$ 3,742.24	\$ 20,384.95
TAVARES, AARON	\$ 5,486.67	\$ -	\$ 5,486.67
TECCE, TRACY F.	\$ 1,602.00	\$ -	\$ 1,602.00
TELLIER, HOLLY	\$ 3,765.00	\$ -	\$ 3,765.00
TENAGLIA, NATHAN P.	\$ 240.00	\$ -	\$ 240.00
TERRY, KIM E.	\$ 73,451.75	\$ 460.20	\$ 73,911.95
TETRAULT, LAURA P.	\$ 1,837.94	\$ -	\$ 1,837.94
THARRETT, CANDACE M.	\$ 72,357.12	\$ 48.06	\$ 72,405.18
THEISEN, ANNE M.	\$ 17,559.99	\$ 12,641.77	\$ 30,201.76
THEISEN, JANELLE	\$ 77.00	\$ -	\$ 77.00
THERIAULT-REGAN, BRENDA M.	\$ 126,408.62	\$ 1,850.00	\$ 128,258.62
THIBAUT, MAUREEN G.	\$ 11,405.01	\$ -	\$ 11,405.01
THOMAS, SCOTT M.	\$ 1,800.00	\$ -	\$ 1,800.00
THUILLIER, PETER G.	\$ 47,007.70	\$ 13,215.64	\$ 60,223.34
TIERNEY, MARYBETH	\$ 23,537.02	\$ 1,302.19	\$ 24,839.21
TIRABASSI, MELANIE A.	\$ 23,537.02	\$ 11,052.82	\$ 34,589.84
TOLAND, NANCY I.	\$ 1,250.00	\$ -	\$ 1,250.00
TOPPIN, JOANNE R.	\$ 540.00	\$ -	\$ 540.00
TORNAME, NANCY	\$ 42,959.73	\$ -	\$ 42,959.73
TOUPIN, STEPHANIE L.	\$ 1,785.00	\$ -	\$ 1,785.00
TOVEY, JEANNETTE E.	\$ 1,294.38	\$ -	\$ 1,294.38
TRAMONTE, LISA M.	\$ 65,657.32	\$ 1,986.48	\$ 67,643.80
TRANT, TIFFANY L.	\$ 78,055.52	\$ -	\$ 78,055.52
TREVOR, ALYSE P.	\$ 13,610.42	\$ 7,160.13	\$ 20,770.55
TREVOR, DENISE A.	\$ 23,537.02	\$ 9,211.19	\$ 32,748.21
TRODDEN, KIMBERLY L.	\$ 254.50	\$ -	\$ 254.50
TRYON, MARY E.	\$ 4,517.52	\$ -	\$ 4,517.52
TSAKALAKOS, SARAH A.	\$ 73,451.75	\$ 5,385.28	\$ 78,837.03
TUCKER, LINDSAY M.	\$ 6,283.71	\$ -	\$ 6,283.71
TULLY, MICHELLE E.	\$ 6,283.71	\$ 270.00	\$ 6,553.71

TURNER, JOAN	\$ 250.00	\$ -	\$ 250.00
TYE, DARA E.	\$ 3,930.48	\$ -	\$ 3,930.48
UNGER, JULIEN R.	\$ 90.00	\$ -	\$ 90.00
VELOZO, EMILY A.	\$ 983.02	\$ -	\$ 983.02
VENTURA, CATHERINE F.	\$ 81,304.16	\$ 8,536.71	\$ 89,840.87
VIEIRA, BARBARA	\$ 4,577.00	\$ -	\$ 4,577.00
VIEIRA, LAUREN A.	\$ 58,192.18	\$ -	\$ 58,192.18
VOGEL, ANNE J.	\$ 1,206.72	\$ -	\$ 1,206.72
VOGEL, KRISTEN S.	\$ 118,937.52	\$ 500.00	\$ 119,437.52
VOGEL, LAUREN A.	\$ 280.00	\$ -	\$ 280.00
VOGEL, SARAH K.	\$ 1,068.87	\$ -	\$ 1,068.87
VONKAHLE, HEIDI	\$ 4,548.00	\$ -	\$ 4,548.00
VOTO, BRIGID J.	\$ 563.58	\$ -	\$ 563.58
WAGNER, MATTHEW R.	\$ 1,029.60	\$ -	\$ 1,029.60
WAHL, KRISTIN	\$ 14,947.36	\$ 4,610.76	\$ 19,558.12
WAITE, BRENDA	\$ 15,430.70	\$ -	\$ 15,430.70
WALDRIP, ROBERTA	\$ 15,489.20	\$ 1,237.50	\$ 16,726.70
WALKER, EMILY M.	\$ 1,186.47	\$ -	\$ 1,186.47
WALKER, JAMES E.	\$ 49,312.19	\$ 3,162.85	\$ 52,475.04
WALKER, PAIGE W.	\$ 554.37	\$ -	\$ 554.37
WALLACE, JOY C.	\$ 34,644.58	\$ -	\$ 34,644.58
WALLACE, KATHRYN E.	\$ 5,615.00	\$ -	\$ 5,615.00
WALSH, ANDREW J.	\$ 42,213.36	\$ 64.08	\$ 42,277.44
WALSH, ELAINE	\$ 57,782.22	\$ 5,868.54	\$ 63,650.76
WALSH, KERI A.	\$ 944.82	\$ -	\$ 944.82
WALSH, REBECCA J.	\$ 8,652.47	\$ -	\$ 8,652.47
WANDERS, NICOLE A.	\$ 81.44	\$ -	\$ 81.44
WANEK, MOLLY J.	\$ 1,868.71	\$ -	\$ 1,868.71
WARE, HEATHER A.	\$ 20,231.73	\$ 128.16	\$ 20,359.89
WAUGH, JEANNETTE E.	\$ 1,352.80	\$ -	\$ 1,352.80
WEBB, AMANDA T.	\$ 54,919.98	\$ 524.28	\$ 55,444.26
WEBBER, KRISTEN R.	\$ 1,192.00	\$ -	\$ 1,192.00
WEESE, BRET M.	\$ 12,215.41	\$ 571.75	\$ 12,787.16
WEIDKNECHT, MARGUERITE K.	\$ 80,588.61	\$ 3,590.00	\$ 84,178.61
WEIR, JOHN S. III	\$ 107,920.41	\$ 1,850.00	\$ 109,770.41
WEISS, EILEEN F.	\$ 17,559.99	\$ 587.14	\$ 18,147.13
WEITZ, MICHAEL R.	\$ 280.00	\$ -	\$ 280.00
WELCH, CHRISTINE T.	\$ 73,451.75	\$ 217.87	\$ 73,669.62
WELCH, DANIELLE M.	\$ 14,816.60	\$ -	\$ 14,816.60
WELCH, DARLENE H.	\$ 6,445.42	\$ -	\$ 6,445.42
WELCH, DEREK W.	\$ 190.72	\$ -	\$ 190.72
WELCH, KELLYN M.	\$ 54,544.46	\$ 795.00	\$ 55,339.46
WELCH, PATRICIA	\$ 42,359.56	\$ 1,040.00	\$ 43,399.56
WENZ, LAURANCE	\$ 3,180.00	\$ -	\$ 3,180.00
WEST, ERIC C.	\$ 22,464.79	\$ 1,241.80	\$ 23,706.59
WETTSTONE, FELICIA J.	\$ 48,175.01	\$ -	\$ 48,175.01
WHEELER, JOANNE K.	\$ 575.00	\$ -	\$ 575.00
WHITE, MARIE L.	\$ 76,528.00	\$ 160.20	\$ 76,688.20
WHITEHOUSE, ANNE C.	\$ 149.40	\$ -	\$ 149.40
WHITEHOUSE, PATRICIA A.	\$ 34,222.68	\$ 2,282.28	\$ 36,504.96
WHYNOT-PARTHUM, ANN M.	\$ 77,520.46	\$ 216.27	\$ 77,736.73
WILKEY, JESSICA M.	\$ 3,498.00	\$ -	\$ 3,498.00

WILLEY, FRANCIS J.	\$ 3,179.53	\$ -	\$ 3,179.53
WILLIAMS, CARRIE-ANN	\$ 2,785.28	\$ -	\$ 2,785.28
WILLIAMS, KEITH G.	\$ 67,181.08	\$ 1,051.32	\$ 68,232.40
WILLIAMS, LAURA	\$ 61,549.33	\$ 505.06	\$ 62,054.39
WINN, DENNIS M.	\$ 23,537.02	\$ 869.31	\$ 24,406.33
WOGAN, DALE	\$ 1,267.61	\$ -	\$ 1,267.61
WOLOTSCHAJ, LORI A.	\$ 6,224.79	\$ -	\$ 6,224.79
WOODMAN, JANICE M.	\$ 18,732.07	\$ 328.61	\$ 19,060.68
WROBEL, SHELLEY A.	\$ 74,451.71	\$ -	\$ 74,451.71
YORE, SARAH E.	\$ 77,235.28	\$ 150.00	\$ 77,385.28
YORK, EMILIE A.	\$ 3,498.00	\$ -	\$ 3,498.00
YOUNG, KEITH E.	\$ 87,074.13	\$ -	\$ 87,074.13
ZAKI, NANCY	\$ 20,066.22	\$ 4,340.00	\$ 24,406.22
ZAREMBA, SHARON C.	\$ 34,087.22	\$ 1,063.84	\$ 35,151.06
ZBIEG, RICHARD	\$ 35,975.30	\$ -	\$ 35,975.30
ZIER, MARY ELLEN	\$ 14,042.33	\$ 12,619.60	\$ 26,661.93
ZUCCO, ERNEST III	\$ 79,124.16	\$ 192.24	\$ 79,316.40
ZULLO, LISA M.	\$ 74,451.71	\$ 150.00	\$ 74,601.71
ZUNINO, KIM M.	\$ 100.00	\$ -	\$ 100.00
ZWIREK, NICOLE M.	\$ 76,528.00	\$ -	\$ 76,528.00
*OTHER may include Overtime, Coaching, Extended Day Program, Adult Education			

At Your Service

(AREA CODE 978)

GENERAL INFORMATION.....	640-4300
AMBULANCE.....	911
Administrative Services, Town Hall.....	640-4488
Assessors, 11 Town Hall Ave.....	640-4330
Auditor, 11 Town Hall Ave.....	640-4320
Board of Registrars (Voter Information).....	640-4355
Building Commissioner, DPW Building.....	640-4430
Community Development, DPW Building.....	640-4370
Computer Services, 11 Town Hall Ave.	640-4351
Conservation Commission, DPW Building.....	640-4370
FIRE DEPARTMENT, 21 Town Hall Ave.	
EMERGENCY.....	911
Other Fire Information.....	640-4410
Health Board.....	640-4470
Housing Authority, Saunders Circle.....	851-7392
Library (300 Chandler St.).....	640-4490
Parking Clerk, Town Hall.....	640-4355
Planning Board, DPW Building.....	640-4370
Plumbing/Electrical Inspector, DPW Building	640-4435
POLICE DEPARTMENT, 918 Main Street	
EMERGENCY.....	911
Administrative-Non Emergency.....	640-4381
Detectives.....	640-4380
Dog Officer.....	640-4395
Records.....	640-4385
PUBLIC WORKS (DPW) 999 Whipple Rd.	
Superintendent/Administration Office.....	640-4440
Engineering Division.....	640-4440
Highway Division.....	640-4440
Sewer Division.....	640-4440
Snow & Ice Emergency.....	640-4443
Tree Division.....	640-4440
Water Division	
(Emergencies-Phone Police Dept).....	640-4448
Water Treatment Plant.....	858-0345
Water Billing Division, 11 Town Hall Ave.....	640-4350
Road Runner Transportation.....	459-0152
Rubbish Disposal.....	1-800-442-9006
Northern Middlesex Registry of Deeds...	978-458-8474

SCHOOL DEPARTMENT

Athletic Director.....	640-7834
Loella Dewing School, 1469 Andover St.....	640-7858
Heath Brook School, 165 Shawsheen St.....	640-7865
Memorial High School, 320 Pleasant St.....	640-7825
North Street School, 133 North St.....	640-7875
Louise Trahan School, 12 Salem Rd.....	640-7870
John Ryan Elem School, 135 Pleasant St.....	640-7880
John Wynn Middle School, 1 Griffin Way.....	640-7846
Shawsheen Tech. Region. H.S. (Billerica).....	667-2111
Superintendent of Schools, 139 Pleasant St....	640-7801
Business Admin. Office, 139 Pleasant St.....	640-7805
Sealer of Weights & Measurers.....	640-4430
Selectmen, Town Hall.....	640-4300
Senior Center, 175 Chandler St.....	640-4480
Cable TV: Channel 10.....	640-4300
Channel 22.....	640-7825
Town Clerk, Town Hall.....	640-4355
Town Manager, Town Hall.....	640-4310
Treasurer/Tax Collector, 11 Town Hall Ave....	640-4340
Veterans Agent, Senior Center.....	640-4485
Voter Information, Town Hall.....	640-4355
Welfare Department.....	446-2400
Historical Society	978-863-9989
Web Site – www.tewksburyhistoricalsociety.org	
Tewksbury Cemetery, 172 East St.....	978-851-4165
Tewksbury Community Pantry.....	978-858-2273
Town's Web Site.....	www.tewksbury-ma.gov
CITIZENS INFORMATION SERVICE	
Secretary of the Commonwealth.....	1-800-392-6090
Web Site – www.wheredoivotema.com	
Senator Elizabeth Warren (Boston).....	617-565-3170
Senator Edward Markey (Boston).....	617-565-8519
Congressman Seth Moulton.....	202-225-8020
State Senator Barbara L'Italien.....	617-722-1612
State Representative James Miceli.....	617-722-2305
State Representative James J. Lyons, Jr.....	617-722-2460